UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	19-CA-291471	Date Filed
		3/1/2022

INSTRUCTIONS:

	rring.
OYER AGAINST WHOM CHARGE IS BROUGHT	
	b. Tel. No.
Seattle Art Museum	
	c. Cell No.
	f. Fax. No.
e. Employer Representative	
	g. e-mail
	h. Number of workers employed 337
j. Identify principal product or service	•
art museum	
ing in unfair labor practices within the meaning of section	on8(a), subsections (1) and
	r Relations Act, and these unfair labor
ment of the facts constituting the alleged unfair labor p	ractices)
	,
ive full name, including leading me and number	
ive full name, including local name and number)	
ive full name, including local name and number)	4b. Tel. No.
	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No.
	(b) (6), (b) (7)(C)
	(b) (6), (b) (7)(C) 4c. Cell No.
	(b) (6), (b) (7)(C)
	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No.
	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail
r)	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)
	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)
r)	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)
r)	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) In when charge is filed by a labor organization)
n of which it is an affiliate or constituent unit (to be filled in RATION ve charge and that the statements	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)
n of which it is an affiliate or constituent unit <i>(to be filled i</i>	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) when charge is filed by a labor organization) Tel. No. (b) (6), (b) (7)(C)
n of which it is an affiliate or constituent unit (to be filled in RATION ve charge and that the statements	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) In when charge is filed by a labor organization) Tel. No.
n of which it is an affiliate or constituent unit (to be filled in RATION we charge and that the statements y knowledge and belief.	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) when charge is filed by a labor organization) Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No.
n of which it is an affiliate or constituent unit <i>(to be filled ii</i> NRATION we charge and that the statements y knowledge and belief.	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) when charge is filed by a labor organization) Tel. No. (b) (6), (b) (7)(C)
n of which it is an affiliate or constituent unit (to be filled in RATION we charge and that the statements y knowledge and belief.	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) when charge is filed by a labor organization) Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No.
	e. Employer Representative j. Identify principal product or service art museum ing in unfair labor practices within the meaning of sectio

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(3)

 $Within the previous \ six \ months, \ the \ Employer \ disciplined \ or \ retaliated \ against \ an \ employee(s) \ because \ the \ employee(s) \ joined \ or \ employee(s)$

supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retailation	Approximate date of discipline/retaliation
all	change in working conditions	^{(0)(6), (0)(7)} /2022
(b) (6), (b) (7)(C)	Change in working conditions, affecting pay	⁽⁰⁾⁽⁰⁾⁽⁷⁾ /2022
(b) (6), (b) (7)(C)	Change in working conditions, affecting pay	^{©)(©),(©),(7)} /2021

(b) (6), (b) (7)(C)

2/2

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

Amended

FORM	EXEMPT	UNDER 4	4 U.S.C	3512

DO NOT WRITE IN THIS SPACE		
Cese	19-CA-291471	Date Filed 3/18/2022

INSTRUCTIONS:	Amended	
File an original with NLRB Re	igional Director for the region in which the allege	ed unfair labor practice occurred or is occurring

EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Seattle Art Museum

b. Tel. No. 206-654-3100

c. Cell No.

d. Address (Street, city, state, and ZiP code)

f. Fax No.

1300 1st Ave

e. Employer Representative

g. e-Mail

Seattle, WA 98101

 h. Number of workers employed 337

i. Type of Establishment (factory, mine, wholosaler, etc.) art museum

j. Identify principal product or service viewing of art

k. The above-named employer has ongaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor

practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past 6 months, including but not limited to about December 8, 2021and March 14, 2022, the Employer made coercive statements, created the impression of surveillance and/or engaged in surveillance of employees' union and/or protected concerted activities.

Within the past 6 months, the Employer retaliated against (b) (6), (b) (7)(C) for one union and/or protected concerted activities by rescinding a promotion, moving the from third shift to day shift, and reducing the work hours,

Injunctive relief under Section 10(j) is requested.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

В١

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C 4c. Cell No. 4d. Fax No.

4e. e-Mait

(b) (6), (b)

Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

> 6. DECLARATION if the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C

(Printitypa name and title or office, if any)

Tel. No. (b) (6), (b) (7

Office, if any, Cell No.

Fax No.

e-Mali

(b) (6), (b) (7)(C)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case 19-CA-291472	Date Filed 3/1/2022	

INSTRUCTIONS:

	which the alleged unfair labor practice occurred or is occurring OYER AGAINST WHOM CHARGE IS BROUGHT	ig.
a. Name of Employer	OTEN AGAINST WITOM CHANGE IS BROOGHT	b. Tel. No.
		(b) (6), (b) (7)(C)
AMAZON FRESH		c. Cell No.
		(b) (6), (b) (7)(C)
		f. Fax. No.
1.411	L. Frankrich Brown and St.	-
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
2301 S Jackson St, Seattle, WA 98144	(b) (6), (b) (7)(C) @amazon.com	(@jamazon.com
	(b) (6), (b) (7)(C) @amazon.com	
		h. Number of workers employed
		150
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
GROCERY SUPERMARKET	Food Service	
	ging in unfair labor practices within the meaning of section	
(list subsections)		elations Act, and these unfair labor
meaning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices are practice	as affecting commerce within the
	ement of the facts constituting the alleged unfair labor prac	sticae)
-	or my pantry. My co-worker informed me that an NL	
· · ·	cork board and a work station for managers had bee	· ·
	vas posted. Foul Play! I myself had been previously to manegment to inqure why the notice was remove	-
not	to manegment to inquie why the houce was remove	d in violation of lederal law, I did
	have perpously set up a work station in the empoly	vee breakroom to intimidate my co-
,	members. Managment continues to bully my co-wol	-
3. Full name of party filing charge (if labor organization, g	ive full name, including local name and number)	
(b) (6), (b) (7)(C)		T =
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
		4c. Cell No.
		(b) (6), (b) (7)(C)
		4d. Fax No.
		4a a mail
		4e. e-mail (b) (6), (b) (7)(C)
F. Full name of national ar international labor organization	of which it is an affiliate or constituent unit (to be filled in u	
5. Full flame of flational of international labor organization	n of which it is an affiliate or constituent unit (to be filled in w	Theri charge is liled by a labor organization)
(b) (6), (b) (7)(C)	ARATION	Tel. No.
	ve charge and that the statements	(b) (6), (b) (7)(C)
Υ	ny knowledge and belief.	Office, if any, Cell No.
	(b) (6), (b) (7)(C)	
	(Print/type name and title or office, if any)	Fax No.
(b) (6), (b) (7)(C)	03/01/2022	e-mail
Address	Date	(b) (6), (b) (7)(C)
		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE

Case Date Filed

19-CA-291473 3/1/2022

File an original with NLRB Regional Director for the	ne region in which the alleged unfair labor practice	occurred or is occurring.
1.	EMPLOYER AGAINST WHOM CHARGE IS BRO	DUGHT
a. Name of Employer United States Postal Service		b. Tel. No.
Office office Ostal Celvice		(b) (6), (b) (7)(C) c. Cell No.
		C. Och No.
d. Address (Street, city, state, and ZIP code) 8120 Hardeson Road, Everett, WA	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
98203		g. e-mail
00200		(b) (6), (b) (7)(C)
	9	h. Number of Workers Employed
T		
i. Type of Establishment (factory, mine,	j. Identify Principal Product or Service	
wholesaler, etc.) postal service	parcal and mail deliver.	
postal service	parcel and mail delivery	
I. The above-named employer has engaged in an	d is engaging in unfair labor practices within the m	neaning of section 8(a), subsections (1) and 8(a)(3)
of the National Labor Relations Act, and these un	fair labor practices are practices affecting commer	rce within the meaning of the Act or these unfair
labor practices are practices affecting commerce	within the meaning of the Act and the Postal Reor	ganization Act
2. Basis of the Charge (set forth a clear and cond	ise statement of the facts constituting the alleged of	unfair labor practices)
failing to pay(b) (6) (b) (7)(C) for dates (b)	mployer discriminated against employee	(b) (b), (b) (7)(c) by refusing and/or
union and/or protected concerted acti	(6), (b) (7)(C) 2022, through (b) (6), (b) (7)(C)	2022, in retaliation for Charging Party's
amon and/or protected concerted acti	vities.	
3. Full name of party filing charge (if labor organiz	ation give full name including local name and nu	mbod
(b) (6), (b) (7)(C)	adon, give fail fieline, including local fieline and fiel	mbery
4a. Address (Street and number, city, state, and Z	ZIP code)	4b. Tel. No.
(b) (6), (b) (7)(C)	*	(b) (6), (b) (7)(C)
		4c. Cell No.
		(b) (6), (b) (7)(C)
		4d. Fax No.
*		4e. e-mail
5. Full name of national or international labor orga	pization of which it is an affiliate or constituent uni	(b) (6), (b) (7)(C)
organization)	riseason of which it is an anniate of constituent uni	t (to be lilled in when charge is filed by a labor
6. DECL	ARATION	Tel. No.
I declare that I have read the above charge a	and that the statements are true to the best of my	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	ge and belief.	
	(b) (c) (b) (7)(c)	Office, if any, Cell No.
	(b) (6), (b) (7)(C), an	(b) (6), (b) (7)(C)
(sig	Individial (Print/type name and title or office, if	Eav No.
	any)	Fax No.
Address: (b) (6), (b) (7)(C)	Deter	e-mail
to acceptant to the control of	7/28/2022	(b) (6), (b) (7)(C)
	0/0-/00	(b) (b) (1)(b)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

3/2/2022 6:40 PM FROM: Staples TO: +12062206305 P.

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE

Case Date Filed

19-CA-291539 3/2/2022

File an original with NLRB Regional Director for th	ne region in which the alleged unfair tabor practice	occurred or is occurring.	
	EMPLOYER AGAINST WHOM CHARGE IS BRO		
a. Name of Employer		b. Tel. No.	
		(360) 249-2273	
800 Medcalf Lane North Operations, I	LC, d/b/a Montesano Health-Rehab	c. Cell No.	
Center	PART II. 4 MONTAGE IN RET HARROWSKINGSMINISTER SAVERAGE STANDERSCHIEDEN	(b) (6), (b) (7)(C)	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax No.	
		(360) 249-2363	
800 N Medcalf Lane	(b) (6), (b) (7)(C)	g. e-mail	
Montesano, WA 98563		3.5	
Workesand, WA 96505		h. Number of Workers Employed	
		The training of training and project	
		-100	
i. Type of Establishment (factory, mine,	i. Identify Principal Product or Service		
wholesaler, etc.)			
long term care facility and rehabilitation center	long term care facility and rehabilitation center long term care and rehabilitation center		
I. The above-named employer has engaged in an	d is engaging in unfair labor practices within the m	reaning of section 8(a), subsections (1), (3) and (5)	
of the National Labor Relations Act, and these un			
labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act,			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Within the past six months, the Employer ha			
protected by Section 7 of the Act by continui	ing to engage in and promoting a false narra	tive that it can unilaterally do what it wants	
toward employees that are not part of the Ui	nion, including (b) (6), (b) (7)(C) These s	tatements are coercive to employees, and	
retaliatory because (b) (6), (b) (7)(C) engaged in	protected concerted and/or union activity an	d the Employer aims to discourage union	
activities and/or membership.			
Within the past six months, the Employer en			
restricts employees' Section 7 rights, namely			
doing, the Employer has failed to bargain collectively and in good faith with the International Association of Machinists and			
Aerospace Workers, Woodworkers Lodge V	V130.		

3 Eull name of party filing charge tif labor organization, give full na (b) (6), (b) (7)(C)	ame, including local name and numbe	er)
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No.
(L) (C) (L) (Z)(O)		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		4c. Cell No.
		4d. Fax No.
		4e. e-mail
		(b) (6), (b) (7)(C)
Full name of national or international labor organization of which organization) International Association of Machinists and Aerospanization	•	dge W130
6. DECLARATION		Tel. No.
I declare that I have read the above charge and that the state knowledge and belief.		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(6), (b) (7)(C)	Office, if any, Cell No.
(signature of representative or person making charge) (Pr an)	rint/type name and title or office, if Y)	Fax No.
Address: (b) (6), (b) (7)(C) Da	1e: 3/2/22	e-mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case 19-CA-291591	Date Filed 3/3/2022	

INSTRUCTIONS:

	which the alleged unfair labor practice occurred or is occurring OYER AGAINST WHOM CHARGE IS BROUGHT	ig.
a. Name of Employer	STERVIOLING I WHOM STARRED IS BROOGHT	b. Tel. No.
		(b) (6), (b) (7)(C)
AMAZON FRESH		c. Cell No.
		(b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	-
2301 S Jackson St, Seattle, WA 98144		g. e-mail
2301 3 Jackson St, Seattle, WA 90144	(b) (6), (b) (7)(C) @amazon.com	(b)(6),(b)(7)(@amazon.com
	(b) (6), (b) (7)(C) @amazon.com	h. Number of workers employed
		150
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
GROCERY SUPERMARKET	Food Service	
The above-named employer has engaged in and is engage	I ging in unfair labor practices within the meaning of section	8(a), subsections (1) and
(list subsections)	of the National Labor R	elations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practic	es affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac	tices)
On 03/01/2022 our union, amazon workers united	sent amazon a list of our demands and a request to	meet at the bargaining table. We
	e attendance policy, longer breaks and other benefit	
	ske home expired food, enhanced safety training for	-
	r our concerns about safety. Within 24 hours of rece	-
bargaining table, Amazon proceeded to announced the closure of more than 60 amazon branded brick and mortar retail stores. Five of		
	ve Amazon made this decision to publicly announce	
3. Full name of party filing charge (if labor organization, g	fer work environment and an end to the sexual hara	ssment.
(b) (6), (b) (7)(C)	ve full flame, melading local flame and flumber)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
(b) (6), (b) (7)(C)	<u>, </u>	(b) (6), (b) (7)(C)
		4c. Cell No.
		(b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-mail
		(b) (6), (b) (7)(C)
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in w	hen charge is filed by a labor organization)
(b) (6) (b) (7)(C)	ADATION	Tel. No.
	ARATION ve charge and that the statements	(b) (6), (b) (7)(C)
y knowledge and belief. (b) (6), (b) (7)(C)		Office, if any, Cell No.
		Chice, if any, Gen No.
(Print/type name and title or office, if any)		Fax No.
(b) (6), (b) (7)(C)	03/03/2022	e-mail
Address (C), (C), (C)	Date	(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE Case

19-CA-291594

Date Filed 3/2/2022

INSTRUCTIONS:

	which the alleged unfair labor practice occurred or is occurring	ıg.	
	OYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer		b. Tel. No.	
Yakima Valley Memorial Hospital		(b) (6), (b) (7)(C)	
		c. Cell No.	
		f Fay No	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a a mail	
2811 Tieton Dr, Yakima, WA 98902	(b) (6), (b) (7)(C)	g. e-mail	
	(D)(D), (D)(I)(D)	(b) (6), (b) (7)(C) @yvmh.org	
		h. Number of workers employed	
		1,328	
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service		
Hospital	Healthcare		
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	8(a), subsections (1) and	
(list subsections) (5)	of the National Labor R	elations Act, and these unfair labor	
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practic	es affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac	tices)	
Within the last six months immediately p	receding the filing of this charge, the em	plover by and through its	
	(a)(5) of the Act when it: (1) unilaterally ir		
	(2) directly dealt with bargaining unit me		
	ain in good faith with the Union over the	•	
, ,	•	•	
does not seek rescission of the wage increases as a remedy, but the Union does request a remedy that the Employer bargain over the amount and scope of the increases, among other things.			
Employer bargain over the amount and	scope of the increases, among other thin	ys.	
3. Full name of party filing charge (if labor organization, g. SEIU Healthcare 1199NW	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.	
15 S Grady Way Suite 200		425-917-1199	
Renton, WA 98057		4c. Cell No.	
Remon, WA 90037		425-919-7271	
		4d. Fax No.	
		425-917-9707	
		4e. e-mail	
		laurelw@seiu1199nw.org	
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in w	when charge is filed by a labor organization)	
Service Employees Internation	onal Union		
6. DECL	ARATION	Tel. No.	
	ve charge and that the statements	425-917-1199	
are true to the best of m	(b) (6), (b) (7)(C)	Office, if any, Cell No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
entative or person making charge)	(Print/type name and title or office, if any)	Fax No.	
		425-917-9707	
15 S Grady Way Suite 200 Pente	on, WA 98057 _{Date} 3/2/2022	e-mail	
Address 15 S Grady Way Suite 200 Renton, WA 98057 Date 3/2/2022		^{⊚(©, ©)(7)(©} @seiu1199nw.org	
MILLELL FALSE STATEMENTS ON THIS CHARGE CAN BE BUNISHED BY FINE AND IMPRICAMENT (I.S. CORE TITLE 40 SECTION 4004)			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case Date Filed
3/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		ng.	
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer		b. Tel. No.	
Yakima Valley Memorial Hospital		(b) (6), (b) (7)(C)	
		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative		
2811 Tieton Dr, Yakima, WA 98902	(b) (6), (b) (7)(C)	g. e-mail	
,		^{(b) (6), (b) (7)(C)} @yvmh.org	
		h. Number of workers employed	
		1,328	
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	_ '	
Hospital	Healthcare		
The above-named employer has engaged in and is engaged	ɪ ging in unfair labor practices within the meaning of section	າ 8(a), subsections (1) and	
(list subsections) (5)	of the National Labor R	Relations Act, and these unfair labor	
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practic	ces affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac-	ctices)	
Within the last six months immediately p	receding the filing of this charge, the em	plover, by and through its	
agents, violated Sections 8 (a)(1) and 8			
of \$5.00 per hour for Registered Nurses			
wage increases; and (3) it failed to bargain in good faith with the Union over the wage increases. The Union does not seek rescission of the wage increases as a remedy, but the Union does request a remedy that the			
Employer bargain over the amount and scope of the increases, among other things.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number)			
SEIU Healthcare 1199NW	ive tuli name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No.	
15 S Grady Way Suite 200		425-917-1199	
Renton, WA 98057		4c. Cell No.	
		425-919-7271	
		4d. Fax No.	
		425-917-9707	
		4e. e-mail	
		laurelw@seiu1199nw.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
Service Employees International Union			
	ARATION	Tel. No.	
	ve charge and that the statements ny knowledge and belief.	425-917-1199	
	(b) (6) (b) (7)(C)	Office, if any, Cell No.	
(b) (b), (b) (7)(C)		(b) (6), (b) (7)(C)	
ntative or person making charge) (Print/type name and title or office, if any) Fax No.			
425-917-9707			
Address 15 S Grady Way Suite 200 Rento	on, WA 98057 _{Date} 3/2/2022	e-mail	
Audi 699	Date	@seiu1199nw.org	
WILLELL EALSE STATEMENTS ON THIS CHARGE	CAN BE DUNISHED BY FINE AND IMPRISONMENT (I	IS CODE TITLE 18 SECTION 1001)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Within the last six months immediately preceding the filing of this charge, the employer, by and through its agents, violated Sections 8 (a)(1) and 8(a)(5) of the Act when it: (1) unilaterally implemented a retention bonus to be available only to employees who the Employer deems eligible and who elect to sign the Employer's unilaterally-issued "Retention Bonus Agreement", (2) directly dealt with bargaining unit members with respect to the Retention Bonus Agreement; and (3) it failed to bargain in good faith with the Union over the Retention Bonus Agreement. The Union does not seek rescission of the bonuses as a remedy, but does seek the remedy that the Retention Bonus Agreement be rescinded pending good faith bargaining over the manner and scope of any such arrangement.

As written, the "Retention Bonus Agreement" requires an employee commit to remain employed through the "Commitment Period" as defined by the Employer. The Retention Bonus Agreement also includes the following statement: "This retention bonus agreement establishes the terms of your continued employment with [the Employer]."

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE Case Date Filed 19-CA-291597 3/2/2022

INSTRUCTIONS:

	which the alleged unfair labor practice occurred or is occur	ring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	T
a. Name of Employer Yakima Valley Memorial Hospital		b. Tel. No. (b) (6), (b) (7)(C) c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2811 Tieton Dr, Yakima, WA 98902	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @yvmh.org
		h. Number of workers employed 1,328
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	
The above-named employer has engaged in and is engage (list subsections) (5) practices are practices affecting commerce within the mean meaning of the Act and the Postal Reorganization Act.	of the National Labor	Relations Act, and these unfair labor
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months immediately preceding the filing of this charge, the employer, by and through its agents, violated Sections 8 (a)(1) and 8(a)(5) of the Act when it: (1) unilaterally implemented retention bonuses for specific "eligible" employees and gratitude bonuses for all other employees, (2) directly dealt with bargaining unit members with respect to the bonuses; and (3) it failed to bargain in good faith with the Union over the bonuses. The Union does not seek rescission of the bonuses as a remedy, but the Union does request a remedy that the Employer bargain over the amount and scope of the bonuses, among other things.		
3. Full name of party filing charge (if labor organization, gi SEIU Healthcare 1199NW	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200 Renton, WA 98057		4b. Tel. No. 425-917-1199
		4c. Cell No. 425-919-7271
		4d. Fax No. 425-917-9707
		4e. e-mail laurelw@seiu1199nw.org
5. Full name of national or international labor organization Service Employees Internation		when charge is filed by a labor organization)
6. DECLARATION I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) are true to the best of my knowledge and belief.		Tel. No. 425-917-1199
entative or person making charge)	(b) (6), (b) (7)(C) (Print/type name and title or office, if any)	Office, if any, Cell No. (b) (6), (b) (7)(C) Fax No.
		425-917-9707
Address 15 S Grady Way Suite 200 Rento	on, WA 98057 Date 3/2/2022	e-mail (@seiu1199nw.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

Date Filed 3/7/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer MultiCare Good Samaritan Hospital		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C) f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	253-697-5164
P.O. Box 5299 MS: 1313-5-LER Tacoma, WA 98415-0299	(b) (6), (b) (7)(C)	g. e-mail (b)(6),(b)(7)(C) @multicare.org
		h. Number of workers employed Approximately 841 nurses
i. Type of Establishment (factory, mine, wholesaler, etc.) Acute care hospitals	j. Identify principal product or service Health care	
The above-named employer has engaged in and is engaged		
(list subsections) 8(a)(5) and 8(d)		or Relations Act, and these unfair labor
practices are practices affecting commerce within the me meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) THE UNION IS REQUESTING l0(J) INJUNCTIVE RELIEF IN THIS MATTER. Within the last six (6) months, the Employer has violated the Act by failing and refusing to bargain with the Union before unilaterally implementing a repayment requirement for employees whom the Employer alleges were overpaid, by engaging in direct dealing with employees on alternative repayment plans, and modifying and rejecting various provisions of the CBAs including but not limited to negotiated compensation provisions. The Employer's unilateral implementation of its repayment plan, including automatic paycheck deductions, will result in irreparable harm to employees who may not be able to afford housing, childcare, or other essentials, and who have not been provided any proof of the alleged amounts owed, nor any opportunity to contest the employer's calculations.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Washington State Nurses Association		
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
575 Andover Park West, Suite 101 Seattle, WA 98188		206-575-7979, ext. 3014
Seattle, WA 98188 4c. Cell No.		4c. Cell No.
		4d. Fax No. 206-575-1908
		4e. e-mail tsears@wsna.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
American Federation of Teachers, AFL-CIO		
6. DECLARATION		Tel. No.
I declare that I have read the above charge and that the statements		206-575-7979
are true to the best of my knowledge and belief. Timothy Sears, Chief General Counsel		Office, if any, Cell No. 206-575-7979, ext. 3014
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. 206-575-1908
575 Andover Park West, Suite 101, Seattle, Washington Address 98188 Date 3/7/2022		e-mail tsears@wsna.org
WILLELII EALSE STATEMENTS ON THIS CHARGE CAN BE DINISHED BY FINE AND IMPRISONMENT (I.S. CODE TITLE 18. SECTION 1001)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Amended CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-291854	9/9/2022	

INSTRUCTIONS: File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur.	ring.	
	OYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer		b. Tel. No.	
MultiCare Good Samaritan Hospital		(b) (6), (b) (7)(C)	
		c. Cell No.	
		(b) (6), (b) (7)(C)	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	253-697-5164	
P.O. Box 5299	(b) (6), (b) (7)(C)	g. e-mail	
MS: 1313-5-LER		(b) (8). (b) (7)(C) @multicare.org	
Tacoma, WA 98415-0299			
		h. Number of workers employed	
		Approximately 841 nurses	
I. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service		
Acute care hospitals	Health care		
The above-named employer has engaged in and is engaged			
(list subsections) 8(a)(5)		Relations Act, and these unfair labor	
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pract	ices affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise state			
Within the last six (6) months, the Employer has v implementing a repayment requirement for employer			
employees on alternative repayment plans.	yees whom the isinployer aneges were overpaid an	id by engaging in direct dearing with	
3. Full name of party filing charge (if labor organization, g	ive full name, including local name and number)		
Washington State Nurses Association			
4a. Address (Street and number, city, state, and ZIP code	3)	4b. Tel. No.	
575 Andover Park West, Suite 101		206-575-7979, ext. 3014	
Seattle, WA 98188		4c. Cell No.	
		4d. Fax No.	
		206-575-1908	
		4e. e-mail	
		tsears@wsna.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
	•	, , , , , , , , , , , , , , , , , , , ,	
American Federation of Teachers, AFL-CIO			
6. DECL	ARATION	Tel. No.	
I declare that I have read the above charge and that the statements		206-575-7979	
are true to the best of my knowledge and belief.		Office, if any, Cell No.	
Tunky Se	Timothy Sears, Chief General Counsel	206-575-7979, ext. 3014	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.	
206-575-1908			
	575 Andover Park West, Suite 101, Seattle, Washington 9/9/2022 e-mail		
Address 98188 Date tsears@wsna.org			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
19-CA-291856	3/7/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer MultiCare Tacoma General Hospital		b. Tel. No. 253-403-1000
		c. Cell No. 253-403-1000
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No. — 253-403-7966
P.O. Box 5299 MS: 1313-5-LER	(b) (6), (b) (7)(C)	g. e-mail (b) (6). (b) (7)(C) @multicare.org
Tacoma, WA 98415-0299		h. Number of workers employed Approximately 967 nurses
i. Type of Establishment <i>(factory, mine, wholesaler, etc.)</i> Acute care hospitals	j. Identify principal product or service Health care	
The above-named employer has engaged in and is engaged (list subsections) $8(a)(5)$ and $8(d)$ practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise states)	of the National Labor aning of the Act, or these unfair labor practices are pract	Relations Act, and these unfair labor ices affecting commerce within the
THE UNION IS REQUESTING 10(J) INJUNCTIVE Within the last six (6) months, the Employer has verification implementing a repayment requirement for employeem players on alternative repayment plans, and more negotiated compensation provisions. The Employer deductions, will result in irreparable harm to employee the not been provided any proof of the alleged are 3. Full name of party filing charge (if labor organization, grants).	WE RELIEF IN THIS MATTER. iolated the Act by failing and refusing to bargain wees whom the Employer alleges were overpaid, but difying and rejecting various provisions of the Clar's unilateral implementation of its repayment places who may not be able to afford housing, child nounts owed, nor any opportunity to contest the expression of the Act of th	with the Union before unilaterally by engaging in direct dealing with BAs including but not limited to n, including automatic paycheck dcare, or other essentials, and who
Washington State Nurses Association		
4a. Address (Street and number, city, state, and ZIP code) 575 Andover Park West, Suite 101 Seattle, WA 98188		4b. Tel. No. 206-575-7979, ext. 3014 4c. Cell No.
		4d. Fax No. 206-575-1908 4e. e-mail tsears@wsna.org
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in	9 6
American Federation of Teachers, AFL-CIO		
6. DECLARATION I declare that I have read the above charge and that the statements		Tel. No. 206-575-7979
are true to the best of my knowledge and belief. Timothy Sears, Chief General Counsel		Office, if any, Cell No. 206-575-7979, ext. 3014
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. 206-575-1908
575 Andover Park West, Suite 101, Seattle, Washington Address 98188 Date 3/7/2022		e-mail tsears@wsna.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

FORM NLRB-501 ARTICLE STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER UNITED STATES OF AMERICA (3-21)

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-291856	9/9/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.
--

File an original with NLKB Regional Director for the region in		ring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	9
a. Name of Employer MultiCare Tacoma General Hospital		b. Tel. No. 253-403-1000
		c. Cell No. 253-403-1000
d Address (Chrost city state and 7/D rode)	La Employa Depresentativa	f. Fax. No. 253-403-7966
d. Address (Street, city, state, and ZIP code) P.O. Box 5299	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
MS: 1313-5-LER Tacoma, WA 98415-0299		(b)(6).(b)(7)(c) @multicare.org
		h. Number of workers employed Approximately 967 nurses
i. Type of Establishment (factory, mine, wholesaler, etc.) Acute care hospitals	j. Identify principal product or service Health care	F
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of section	n 8(a), subsections (1) and
(list subsections) 8(a)(5)		Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are pract	ices affecting commerce within the
meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise state		
Within the last six (6) months, the Employer has violated the Act by failing and refusing to bargain with the Union before unilaterally implementing a repayment requirement for employees whom the Employer alleges were overpaid and by engaging in direct dealing with employees on alternative repayment plans.		
3. Full name of party filing charge (if labor organization, gas Washington State Nurses Association	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No.
575 Andover Park West, Suite 101 Seattle, WA 98188		206-575-7979, ext. 3014
		4c. Cell No.
		4d. Fax No.
	*	206-575-1908
	8	4e. e-mail
		tsears@wsna.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filled by a labor organization)		
American Federation of Teachers, AFL-CIO		
6. DECLARATION		Tel. No.
are true to the heat of m	ve charge and that the statements by knowledge and belief.	206-575-7979
Turty 80	Timothy Sears, Chief General Counsel	Office, if any, Cell No. 206-575-7979, ext. 3014
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. 206-575-1908
575 Andover Park West, Suite 101, Seattle, Washington Address 98188 Date 9/9/2022		e-mail tsears@wsna.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	19-CA-291860	Date Filed 3/8/2022
	10 0/1 201000	3/0/2022

INSTRUCTIONS:

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer Starbucks Corporation The starbucks Corporation 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT 206-318-2212 c. Cell No. f. Fax. No. d. Address (Street, city, state, and ZIP code) 2401 Utah Avenu , Suite 800 Seattle, WA 98134 E. Employer Representative Kevin Johnson, President and CEO Food and beverage The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of he National Labor Relations Act, and these unfair I bor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
Starbucks Corporation d. Address (Street, city, state, and ZIP code) 2401 Utah Avenu , Suite 800 Seattle, WA 98134 i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of he National Labor Relations Act, and these unfair I bor practices affecting commerce 206-318-2212 c. Cell No. f. Fax. No. g. e-mail h. Number of workers employe 29 The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of he National Labor Relations Act, and these unfair I bor practices affecting commerce	
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenu , Suite 800 Seattle, WA 98134 e. Employer Representative Kevin Johnson, President and CEO f. Fax. No. g. e-mail h. Number of workers employe 29 i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair I bor practices are practices affecting commerce	
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenu , Suite 800 Seattle, WA 98134 e. Employer Representative Kevin Johnson, President and CEO for Number of workers employed 29 i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of he National Labor Relations Act, and these unfair I bor practices are practices affecting commerce within the leaning of the Act, or these unfair labor practices are practices affecting commerce	
2401 Utah Avenu , Suite 800 Seattle, WA 98134 Kevin Johnson, President and CEO h. Number of workers employe 29 i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practic s within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair I bor practices are practices affecting commerce within the leaning of the Act, or these unfair labor practices are practices affecting commerce	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair I bor practices are practices affecting commerce within the leaning of the Act, or these unfair labor practices are practices affecting commerce	
Coffee Shop Food and beverage The above-named employer has engaged in and is engaging in unfair labor practic is within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair I bor practices are practices affecting commerce within the leaning of the Act, or these unfair labor practices are practices affecting commerce	
8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair I bor practices are practices affecting commerce within the leaning of the Act, or these unfair labor practices are practices affecting commerce	
 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six nonths, the Employer has responded to union organizing efforts by partners at its Olympia, Washing (Cooper Point Rd.) location by engaging in a campaign of intimidation, coercion, and discrimination against union advocates tactics include, among other things: Enforcing attendance and dress code policies more rigorously than in the past and disproportionately against union advocates; Applying discipline more harshly to union advocates, contrary to past practice; and Introducin upper management figures to the workplace to solicit partner grievances about workplace condition contrary to past practice. 	cates.
3. Full name of party filing charge (if lab or organization, give full name, including local name and number) Workers United	
4a. Address (Street an 'number, city, state, and ZIP code) 4b. Tel. No. (646) 448-6414	
4c. Cell No.	
4d. Fax No. (215) 575-9065	
4e. e-mail rminter@pjbwu.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to he filled in when charge is filed by a labor organization of which it is an affiliate or constituent unit (to he filled in when charge is filed by a labor organization of which it is an affiliate or constituent unit (to he filled in when charge is filed by a labor organization of which it is an affiliate or constituent unit (to he filled in when charge is filed by a labor organization of which it is an affiliate or constituent unit (to he filled in when charge is filed by a labor organization of which it is an affiliate or constituent unit (to he filled in when charge is filed by a labor organization of which it is an affiliate or constituent unit (to he filled in when charge is filed by a labor organization of which it is an affiliate or constituent unit (to he filled in when charge is filed by a labor organization).	iizati \n)
6. DECLARATION I declare that I have read the above charge and that the statements (206) 257-6006	
are trile to the best of my knowledge and belief. Office, if any, Cell No. Ben Berger, Attorney	
(signature of repres antative or person naking charge) Barnard Igli zin & Lavit LLP (Signature of repres antative or person naking charge) (Print/type name and title or office, if any) (206) 378-4132	
18 W Mercer St, Suite 400 Address — Seattle, W . 98119 — Date _0 3/08/2022 — berger@workerlaw.com	

WILLFUL FALSE S 'ATEMENTS O I THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISO IMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

1st AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Date Filed			
3/10/2022			

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation		b. Tel. No. 206-318-2212
		c. Cell No.
100 (00 (00 (00 (00 (00 (00 (00 (00 (00	L. Faratana Barana da Fara	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Kevin Johnson, President and CEO	g. e-mail
		h. Number of workers employed 29
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning statement of the second stat	tices are practices affecting commerce within the mear	
Basis of the Charge (set forth a clear and concise state Within the last six months, the Employer has res Point Rd.) location by engaging in a campaign of include, among other things: • Enforcing attendance and dress code poadvocates; • Applying discipline more harshly to unio	ponded to union organizing efforts by partners f intimidation, coercion, and discrimination aga olicies more rigorously than in the past and dis	s at its Olympia, Washington (Cooper ainst union advocates. These tactics
to past practice; and • Demanding that partners individually sig	to the workplace to solicit partner grievances and a printed excerpt of Starbucks' partner guid	•
responding to media inquiries. 3. Full name of party filing charge (if labor organization, g Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St Philadelphia, PA 19103		4b. Tel. No. (646) 448-6414
		4c. Cell No.
		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	n of which it is an affiliate or constituent unit <i>(to be filled</i>	in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. (206) 257-6006
Bayan Began	Ben Berger, Attorney	Office, if any, Cell No.
(signature of representative or person making charge) Barnard Iglitzin & Lavit LLP	(Print/type name and title or office, if any)	Fax No. (206) 378-4132
18 W Mercer St, Suite 400 Address — Seattle, WA 98119 — Date _03/10/2022		e-mail berger@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Address Seattle, WA 98119

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case 19-CA-291862	Date Filed 3/8/2022	

	19-CA-2	91002
INSTRUCTIONS: File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is oc	curring
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Gary Merlino Construction		(b) (6), (b) (7)(C)
Gary Werling Construction		c. Cell No.
		f. Fax. No.
× ×	T	206-763-4178
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
9125 10 th Ave S	(b) (6), (b) (7)(C)	g. e-mail (b)(6).(b)(7)(c)@gmccinc.com
Seattle, WA 98108		G\$com
		h. Number of workers employed 34
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction	j. Identify principal product or service Trucking	
and (5) of the National Labor Relations Act, and the or these unfair labor practices are practices affectin 2. Basis of the Charge (set forth a clear and concise state)	g commerce within the meaning of the Act and	the Postal Reorganization Act.
2. Basis of the Charge (sectional a clear and concise state	ement of the lacts constituting the alleged urnal labor	practicesy
Within the past six months, the Employer unla	awfully coerced bargaining unit members b	y, among other things: encouraging
employees to meet with the Employer's top n	nanager without Union representation in a	location of authority; repeatedly
disparaging the Union and its officers; making	implied or actual threats; and attempting	to engage in direct dealing with
employees.		
3. Full name of party filing charge (if labor organization, g Teamsters Local 174	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
44075		206-441-6060
14675 Interurban Ave S, Suite 303 Tukwila, WA 98059		4c. Cell No.
		4d. Fax No.
		206-441-4853
		4e. e-mail
Full name of national or international labor organization International Brotherhood of Teamsters	n of which it is an affiliate or constituent unit (to be fille	d in when charge is filed by a labor organization)
6. DECL	ARATION	Tel. No.
I declare that I have read the abo	eve charge and that the statements	206-257-6012
Halid Zuli	ny knowledge and belief. Gabe Frumkin, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Barnard Iglitzin & Lavitt LLP		206-378-4132
18 West Mercer St., Ste. 400		e-mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Date 03/08/2022

frumkin@workerlaw.com

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-291862	7/25/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur	ring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer	b. Tel. No. (b) (6), (b) (7)(C)	
Gary Merlino Construction	c. Cell No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No. 206-763-4178
9125 10 th Ave S Seattle, WA 98108	(b) (6), (b) (7)(C)	g. e-mail (a) (b) (b) (7)(c) (b) (c) (c) (d) (d) (d) (d) (d) (d) (d) (d) (d) (d
		h. Number of workers employed 34
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction	j. Identify principal product or service Trucking	
The above-named employer has engaged in and is and (5) of the National Labor Relations Act, and the or these unfair labor practices are practices affecting 2. Basis of the Charge (set forth a clear and concise state)	se unfair labor practices are practices affecting co g commerce within the meaning of the Act and the	emmerce within the meaning of the Act, e Postal Reorganization Act.
Within the past six months, the Employer usencouraging employees to meet with the Eauthority; repeatedly disparaging the Union surveillance and/or giving the impression cactually engaging in direct dealing with em	inlawfully coerced bargaining unit member Employer's top manager without Union re In and its officers; making implied or actual of surveillance of protected activities; and	ers by, among other things: presentation in a location of al threats; engaging in
3. Full name of party filing charge (if labor organization, gammaters Local 174	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. 206-441-6060
14675 Interurban Ave S, Suite 303 Tukwila, WA 98059		4c. Cell No.
		4d. Fax No. 206-441-4853
		4e. e-mail
5. Full name of national or international labor organization International Brotherhood of Teamsters	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. 206-257-6012
Halid Fully are true to the best of my knowledge and belief. Gabe Frumkin, Attorney		Office, if any, Cell No.
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. 206-378-4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date <u>07/25/2022</u>	e-mail frumkin@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-291908	3/8/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in		urring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer	b. Tel. No.	
Lumen Technologies, Inc.		(b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
		I. I dx. IVO.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
23315 66th ave s	(b) (6), (b) (7)(C)	g. e-mail
		(b) (6), (b) (7)(C) @lumen.com
WA Kent 98032		
WA Kelii 90032		h. Number of workers employed
		250
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Technology	Telephone and Internet	
The above-named employer has engaged in and is enga	-	ion8(a) subsections (1) and
(list subsections) 5		or Relations Act, and these unfair labor
,		•
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pra	actices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor p	practices)
Con additional page		
See additional page		
iling abarga /if labor a manization	vivo full name, including lead name and number	
(b) (6), (b) (7)(C) limg charge (if labor organization, g	give full name, including local name and number) Steward	
Communication Workers of America Local 7800		
4a. Address (Street and number, city, state, and ZIP cod	e)	4b. Tel. No.
		(206) 441-7800
		4c. Cell No.
134 SW 153rd st Suite A		
WA Burien 98166		4d. Fax No.
		(206) 441-8789
		4e. e-mail
		^(b) (6), (b) @cwa7800.org
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
451.010		
AFL-CIO		
6. DECL	ARATION	Tel. No.
	ove charge and that the statements	(206) 441-7800
(b) (6), (b) (7)(C) are true to the best of n	ny knowledge and belief.	Office if any Call No
(b) (6), (b) (7)(C)		Office, if any, Cell No.
(*/ (*/) (*/ (*/)		
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
134 SW 153rd st Suite A		(206) 441-8789
o mail		
Address Burien WA 98166		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining

representative of its employees by failing to furnish information requested by the union.

representative of its emplo	byees by failing to furnish information i	requested by the union.	
Date of request	Employer representative	List items requested	Date refused
^{®(6, ®)(7} /2022	(b) (6), (b) (7)(C)	Copy of employee personnel files	^{®)(5), (0)(7)} /2022
^{®(6, ®)(7} /2022		Employee productivity reports (Link 2 Success)	^{®)(5), (0)(7} /2022
(B)(G), (B)(7)		List of work items for employee	^{(b)(6), (b)(1} /2022
^{®(©,©)(7} /2022		Copy of Employee dotlog (dispatch record)	^{®)(5), (0)} /2022
^{©]©],©](} /2022		All manager ride-along documentation	⁽⁰⁾⁽⁶⁾⁽⁰⁾⁽⁷⁾ /2022
^{®)(5, ®)(7} /2022		Days contractors were doing work	^{(0)(5), (0)(7} /2022
^{©)(5, ©)(7} /2022		Documented ride-alongs with employee peers	^{®)(5), (0)(7} /2022
^{®)(5, ®)(7} /2022		Tech2Go(dispatch system) outages for last 5 months	^{®)(\$,(®)(7)} /2022
^{(b) (6), (b) (7} /2022		Technician timeline	®®®®/7/2022

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-291909	3/8/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occu OYER AGAINST WHOM CHARGE IS BROUGHT	urring.
	OTERAGAINST WHOM CHARGE IS BROOGHT	b. Tel. No.
a. Name of Employer Hanford Mission Intergration Solutions		
Figure 1 and		(509) 376-2737
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
1981 Snyder St	(b) (6), (b) (7)(C)	g. e-mail
		(b) (6), (b) (7)(C)@rl.gov
WA Richland 99352		h. Number of workers employed
		1500
i. Type of Establishment (factory, mine, wholesaler, etc.)	i. Identify principal product or service	
Services	Enviromental Cleanup/Security	
The above-named employer has engaged in and is engaged		ion 8(a) subsections (1) and
(list subsections) 3		or Relations Act, and these unfair labor
practices are practices affecting commerce within the me		•
meaning of the Act and the Postal Reorganization Act.	aning of the Act, of these unital labor practices are pra	cuces affecting confinence within the
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unitair labor p	oractices)
See additional page		
(b) (6), (b) (7)(C) filing charge (if labor organization, g	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	е)	4b. Tel. No.
		(b) (6), (b) (7)(C)
		4c. Cell No.
(b) (6), (b) (7)(C)		10. 00. 110.
		4d. Fax No.
		44.1 42.110.
		Ao o mail
		4e. e-mail
		(b) (6), (b) (7)(C)
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
6 DECL	ARATION	Tol No
	ove charge and that the statements	Tel. No. (b) (6), (b) (7)(C)
are true to the hest of m	ny knowledge and belief.	
(b) (b) (7)(C) Office, if any, Cell No.		Office, if any, Cell No.
(b) (6), (b) (7)(C)		
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
(b) (6), (b) (7)(C)		
Address	Date 03/08/2022 10:02:40 PM	e-mail
		(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or

supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Denied Position	^{(D)(G), (D)(T)} /2022

Address (b) (6), (b) (7)(C)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

	_		_	_	_
 m	$\boldsymbol{\Box}$	n	$\boldsymbol{\alpha}$	_	~

DO NOT WRITE IN THIS SPACE			
Case		Date Filed	
19-CA-291909	4/12/2022		

Amended INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. 509-376-2737 Hanford Mission Integration Solutions c. Cell No. f. Fax. No. d. Address (Street, city, state, and ZIP code) (b) (6), (b) (7)(C) 1981 Snyder St. (b) (6), (b) $(7)(C)_{@rl.gov}$ Richland, WA 99352 h. Number of workers employed 1.500 i. Type of Establishment (factory, mine, wholesaler, etc.) j. Identify principal product or service Services Environmental Cleanup/Security The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(3), 8(a)(5)of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the previous six months, the Employer disciplined or retaliated against employee (b) (6), (b) (7)(C) by denying oined and/or supported a labor organization and in order to discourage union activities and/or membership. Within the previous six months, the Employer failed and/or refused to bargain in good faith with the Union before unilaterally changing the process by which (b) (6), (b) (7)(C) are scored and selected. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) number, city, state, and ZIP code) 4b Tel No (b) (6), (b) (7)(C (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) 6 DECLARATION Tel. No. (b) (6), (b) (7)(C) I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) Office, if any, Cell No. (b) (6), (b) (7)(C) (Print/type name and title or office, if any) Fax No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Date 3-30-2022

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-291913	3/9/2022

INSTRUCTIONS:

OYER AGAINST WHOM CHARGE IS BROUGHT			
<u> </u>	b. Tel. No.		
	(b) (6), (b) (7)(C)		
	c. Cell No.		
	f. Fax. No.		
	g. e-mail		
(b) (b), (b) (7)(C)	(b) (6), (b) (7)(C) @yvmh.org		
	h. Number of workers employed 1,328		
j. Identify principal product or service Healthcare			
ging in unfair labor practices within the meaning of se			
	bor Relations Act, and these unfair labor		
ment of the facts constituting the alleged unfair labor			
Within the last six months immediately preceding the filing of this charge, the employer, by and through its agents, violated Sections 8 (a)(1) and 8(a)(5) of the Act when it: (1) unilaterally implemented wage increases of \$5.00 per hour for Registered Nurses (2) directly dealt with bargaining unit members with respect to the wage increases; and (3) it failed to bargain in good faith with the Union over the wage increases. The Union does not seek rescission of the wage increases as a remedy, but the Union does request a remedy that the Employer bargain over the amount and scope of the increases, among other things.			
ive full name, including local name and number)			
4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200			
	4c. Cell No. 425-919-7271		
	4d. Fax No. 425-917-9707		
	4e. e-mail laurelw@seiu1199nw.org		
of which it is an affiliate or constituent unit (to be fille	ed in when charge is filed by a labor organization)		
onal Union			
ARATION ve charge and that the statements	Tel. No. 425-917-1199		
(b) (6), (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)		
(Print/type name and title or office, if any)	Fax No. 425-917-9707		
on, WA 98057 _{Date} 3/2/2022	e-mail @seiu1199nw.org		
	Healthcare ing in unfair labor practices within the meaning of second the National Labarating of the Act, or these unfair labor practices are parent of the facts constituting the alleged unfair labor receding the filling of this charge, the a)(5) of the Act when it: (1) unilateral (2) directly dealt with bargaining unit ain in good faith with the Union over the direct of the increases, among other are full name, including local name and number) of which it is an affiliate or constituent unit (to be filled to the filled to the charge and that the statements by knowledge and belief. (b) (6), (b) (7)(C) (Print/type name and title or office, if any)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-292014	3/9/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	Ting.	
a. Name of Employer		b. Tel. No.	
Metro Metals		(1-) (2) (1-) (7) (2)	
		(b) (6), (b) (7)(C)	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	-	
,	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(c)	
2202 East River Street Tacoma, WA 98421		@metrometalswa.com	
racoma, w A 98421		h. Number of workers employed	
		17	
i. Type of Establishment (factory, mine, wholesaler, etc.) Scrap Metal Yard	j. Identify principal product or service Scrap Metal		
•	1	0(a) and a diama (d) and	
The above-named employer has engaged in and is engaged (list subsections) 3		Relations Act. and thest unfair labor	
practices are practices affecting commerce within the mea		,	
the Act and the Postal Reorganization Act.	aring of the Act, of these unian labor practices ancoming	commerce within the meaning of	
2 Basis of the Charge (set forth a clear and concise state	constituting the alleged unfair labor pr	actices)	
On or about March 4, 2022, the Employer, through	(b) (6), (b) (7)(C) interrogated employees(s) about	their union activities.	
On or about (b) (6), (b) (7)(C) and continuing, the Employer, through (b) (6), (b) (7)(C), suspended employee (b) (6), (b) (7)(C) for engaging in protected concerted activities and union activities.			
On or about March 7, 2022, the Employer, through union activities.	(b) (6), (b) (7)(C), surveilled employees engaging	g in protected concerted activities and	
3. Full name of party filing charge <i>(if labor organization, g</i> Fallon Schumsky, General Counsel for Teamsters	ive full name, including local name and number) Local Union No. 117		
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. 206-441-4860	
14675 Interurban Ave. S. Suite 307 Tukwila, WA 98168		4c. Cell No.	
		4d. Fax No.	
		4e. e-mail fallon.schumsky@teamsters117.org	
5. Full name of national or international labor organization International Brotherhood of Teamsters, Local Unit		n when charge is filed by a labor organization)	
6 DECL	ARATION	Tel. No.	
6. DECLARATION I declare that I have read the above charge and that the statements		206-441-4860	
are true to the best of my knowledge and belief. Fallon Schumsky, General Counsel		Office, if any, Cell No.	
(signature of representat ve or person making charge) (Print/type name and title or office, if any)		Fax No.	
Address 14675 Interurban Ave. S. Suite 307 Tukw	vila, WA 98168 Date Mar 9, 2022	e-mail fallon.schumsky@teamsters117.org	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case	19-CA-292014	Date Filed 3/22/2022	

INSTRUCTIONS:

1ST Amended Charge

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

rile an original with NERB Regional Director for the region in	which the alleged uniair labor practice occurred or is oc	curring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Metro Metals		
		(b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
2202 East River Street Tacoma, WA 98421	(b) (6), (b) (7)(C)	@metrometalswa.com
		h. Number of workers employed 17
i. Type of Establishment <i>(factory, mine, wholesaler, etc.)</i> Scrap Metal Yard	j. Identify principal product or service Scrap Metal	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of se	ction 8(a), subsections (1) and
(list subsections) 3	of the National Lab	oor Relations Act, and thest unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices affect	ing commerce within the meaning of
the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise On or about March 4, 2022, the Employer, through (b) (6	he facts constituting the alleged unfair labor h. (b) (7)(C) interrogated employees(s) about their uni	practices) on activities.
On or about 00 (6) (6) (7) (C) 2022 and continuing, the Employer concerted ac d union activities.	er, through (b) (6). (b) (7)(C), suspended employee (b	b) (6), (b) (7)(C) for engaging in protected
On or about March 7, 2022, the Employer, through (b) (c) activities.	(b) (7)(C), surveilled employees engaging in prot	ected concerted activities and union
Within the past six months, the Employer violated the A concerted activities and union activities.		(b) (7)(C) for engaging in protected
3. Full name of party filing charge (if labor organization, garantee Fallon Schumsky, General Counsel for Teamsters	ive full name, including local name and number) Local Union No. 117	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. 206-441-4860
14675 Interurban Ave. S. Suite 307 Tukwila, WA 98168		4c. Cell No.
		4d. Fax No.
		4e. e-mail fallon.schumsky@teamsters117.org
5. Full name of national or international labor organization International Brotherhood of Teamsters, Local Uni		d in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. 206-441-4860
are true to the best of my knowledge and belief. Fallon Schumsky, General Counsel		Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Address 14675 Interurban Ave. S. Suite 307 Tukw	vila, WA 98168 Date Mar 22, 2022	e-mail fallon.schumsky@teamsters117.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

SECOND AMENDED CHARGE AGAINST EMPLOYER

(signature of representative or person making charge)

14675 Interurban Ave S Ste 307,

Tukwila, WA 98168-4614

Address:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE

Case Date Filed

19-CA-292014 5/10/2022

Office, if any, Cell No. (206)702-3093

(206)441-3153

fallon.schumsky@teamsters117.org

Fax No.

e-mail

a. Name of Employer Metro Metals NW		b. Tel. No. (800)562-8464	
		c. Cell No.	
d. Address (Street, city, state, and ZIP code) 2202 E River St, Tacoma, WA e Employer Representative (b) (6), (b) (7)(C)		f. Fax No.	
98421-1502		g. e-mail @metrometalswa.com h. Number of Workers Employed	
		h. Number of Workers Employed	
i. Type of Establishment (factory, mine,	j. Identify Principal Product or Service		
wholesaler, etc.) Scrap Metal Yard	Scrap Metal		
the National Labor Relations Act, and these unfair	I d is engaging in unfair labor practices within the mea labor practices are practices affecting commerce wi within the meaning of the Act and the Postal Reorgal	thin the meaning of the Act, or these unfair	
2. Basis of the Charge (set forth a clear and conci-	se statement of the facts constituting the alleged unt	air labor practices)	
On or about (b) (6), (b) (7)(C) 2022 and continuing, the Employer, through (b) (6), (b) (7)(C) suspended and wrote up employee (b) (6), (b) (7)(C) for engaging in protected concerted activities and/or union activities.			
On or about by removing and/or union activities.	oyer, through <mark>(b) (6), (b) (7)(C)</mark> , engaged in ployee locker room because ^{() (6), (5) (7)(C)} enga	n disparate treatment of (b) (6), (b) (7)(c) aged in protected concerted activities	
	ation, give full name, including local name and numb		
	ted with the International Brotherhood of		
4a. Address (Street and number, city, state, and Z 14675 Interurban Ave S Ste 307, Tuky		4b. Tel. No. (206)441-4860	
		4c. Cell No. (206)702-3093	
		4d. Fax No.	
		(206)441-3153	
		4e. e-mail	
5. Full name of national or international labor orga	nization of which it is an affiliate or constituent unit (fallon.schumsky@teamsters117.org	
organization)	nization of which it is an anniate of constituent unit (i	o be illed ill when charge is liled by a labbi	
	ADATION	17.0	
	ARATION and that the statements are true to the best of my	Tel. No. (206)441-4860	
	ne and belief	(200)441-4000	

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

5/10/22

any)

Date:

Fallon Schumsky, General Counsel

(Print/type name and title or office, if

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
19-CA-292182	3/14/2022		

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurring OYER AGAINST WHOM CHARGE IS BROUGHT	ıg.
a. Name of Employer	O LEN AGAINST WITOW CHARGE IS DROUGHT	b. Tel. No.
		(b) (6), (b) (7)(C)
AMAZON FRESH		c. Cell No.
		(b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	-
		g. e-mail
2301 S Jackson St, Seattle, WA 98144	(b) (6), (b) (7)(C) @amazon.com	@amazon.com
	(b) (6), (b) (7)(C) @amazon.com	h. Number of workers employed 150
i. Type of Establishment (factory, mine, wholesaler, etc.) GROCERY SUPERMARKET	j. Identify principal product or service Food Service	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	8(a), subsections (1) and
(list subsections) 10(J) Section #1 #11 #15	of the National Labor R	elations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practic	es affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac	tices)
On ^{[0],(6),(6),(7)} /2022 (b) (6), (b) (7)(C) attempted to acce	ss work schedule through A-Z scheduling soft w	vear - was unable to access
schedule and was locked out of the app and lo	ost access to all HR Recourses, paystubs, disability	and leave services. On (b)(6), (b)(7)/2022
	bout a clerical error on (b) (6) time sheet. (b) (6), (b) (7)(C)	assured (b) (6), (b) (7)(c) the problem could
be ironed out and said that would speak with	o) (6), (b) (7)(C) . But later, on (b) (6), (b) (7)	/2022 (b) (6) (b) (7)(c) discovered (b) (6) (b) (7)(c)
been locked out of the app and Terminated.	and (b) (6), (b) (7)(C) believe that manag	ement is retaliating against ^{ம(6), (நாரு}
	wing activity. I humbly request a 10J injunction for	immediate reinstatement of
employment and enhanced remedies for emotiona		
3. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C)	ive iuli name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
		4c. Cell No.
		(b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-mail
		(b) (6), (b) (7)(C)
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in v	vhen charge is filed by a labor organization)
0.050	ADATION	Tel. No.
	ARATION ve charge and that the statements	(b) (6), (b) (7)(C)
	ny knowledge and belief.	
(b) (6), (b) $(7)(C)^{otn}$	(b) (6), (b) (7)(C)	Office, if any, Cell No.
	(Print/type name and title or office, if any)	Fax No.
		T div 110.
(b) (6), (b) (7)(C)	03/12/2022	e-mail
Address (B) (C), (B) (1)(C)	Date 03/12/2022	(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case		Date Filed	
19	9-CA-292202	3/11/2022	

INSTRUCTIONS:

	which the alleged unfair labor practice occurred or is occurr	ing.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Yakima Valley Memorial Hospital		b. Tel. No. (b) (6), (b) (7)(C) c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2811 Tieton Dr, Yakima, WA 98902	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @yvmh.org
		h. Number of workers employed 1,328
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	
The above-named employer has engaged in and is engaged (list subsections) (5) practices are practices affecting commerce within the mean meaning of the Act and the Postal Reorganization Act.	of the National Labor F	Relations Act, and these unfair labor
2. Basis of the Charge (set forth a clear and concise state Within the last six months immediately p agents, violated Sections 8 (a)(1) and 8(of \$5.00 per hour for Registered Nurses wage increases; and (3) it failed to barga does not seek rescission of the wage increases the mount and sections.	receding the filing of this charge, the emata) (5) of the Act when it: (1) unilaterally it (2) directly dealt with bargaining unit mean in good faith with the Union over the creases as a remedy, but the Union does scope of the increases, among other this	mployer, by and through its mplemented wage increases embers with respect to the wage increases. The Union s request a remedy that the
3. Full name of party filing charge (if labor organization, gi SEIU Healthcare 1199NW	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 15 S Grady Way Suite 200	r)	4b. Tel. No. 425-917-1199
Renton, WA 98057		4c. Cell No. 425-919-7271
		4d. Fax No. 425-917-9707
		4e. e-mail laurelw@seiu1199nw.org
5. Full name of national or international labor organization Service Employees Internation		when charge is filed by a labor organization)
6. DECLA (b) (6), (b) (7)(C) declare that I have read the above are true to the best of many true true true to the best of many true true to the best of many true true true to the best of many true true true true true true true true	ve charge and that the statements	Tel. No. 425-917-1199
	(b) (6), (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)
tative or person making charge)	(Print/type name and title or office, if any)	Fax No. 425-917-9707
Address 15 S Grady Way Suite 200 Rento	on, WA 98057 Date 3/2/2022	e-mail @seiu1199nw.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-292202	9/2/2022

INSTRUCTIONS:

	practice occurred or is occurring.

File an original with NLRB Regional Director for the region in		urring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Yakima Valley Memorial Hospital		(b) (6), (b) (7)(C)
		c. Cell No.
		f Fox No
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a a mail
2811 Tieton Dr, Yakima, WA 98902	(b) (6), (b) (7)(C)	g. e-mail
		^{(b) (6), (b) (7)(C)} @yvmh.org
		h. Number of workers employed
		1,328
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Hospital	Healthcare	
The above-named employer has engaged in and is enga	ging in unfair labor practices within the meaning of sect	ion 8(a), subsections (1) and
(list subsections) (5)		r Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pra-	ctices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state		•
Within the last six months immediately p		1 3 7 3
agents, violated Sections 8 (a)(1) and 8	· /· /	
of \$5.00 per hour for Registered Nurses	` '	•
wage increases; and (3) it failed to barg		
does not seek rescission of the wage in	• • • • • • • • • • • • • • • • • • • •	
Employer bargain over the amount and	scope of the increases, among other the	nings.
3. Full name of party filing charge (if labor organization, g	ive full name, including local name and number)	
SEIU Healthcare 1199NW		
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
15 S Grady Way Suite 200		425-917-1199
Renton, WA 98057		4c. Cell No.
		425-919-7271
		4d. Fax No.
		425-917-9707
		4e. e-mail
		laurelw@seiu1199nw.org
5. Full name of national or international labor organization		in when charge is filed by a labor organization)
Service Employees Internation	onal Union	
6 DFCI	ARATION	Tel. No.
I declare that I have read the abo	ove charge and that the statements	425-917-1199
(b) (6), (b) (7)(C) are true to the best of r	my knowledge and belief.	Office, if any, Cell No.
	(b) (b), (b) (7)(C)	(b) (6), (b) (7)(C)
sentative or person making charge)	(Print/type name and title or office, if any)	Fax No.
		425-917-9707
Address 15 S Grady Way Suite 200 Rent	on, WA 98057 _{Date} 3/2/2022	e-mail
Address Address	Date	— (^{(a) (b) (7)(c)} @seiu1199nw.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	40.04.000000	Date Filed
	19-CA-292203	3/11/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurri	ng.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer MultiCare Deaconess Hospital		b. Tel. No. 253-403-1000
		c. Cell No. 253-403-1000
Address (Otrest site atota and 710 ands)	e. Employer Representative	f. Fax. No. 253-403-7966
d. Address (Street, city, state, and ZIP code) P.O. Box 5299 MS: 1313-5-LER	(b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @multicare.org
Tacoma, WA 98415-0299		h. Number of workers employed 711
i. Type of Establishment (factory, mine, wholesaler, etc.) Acute care hospitals	j. Identify principal product or service Health care	
(list subsections) 8(a)(5) and 8(d)	ging in unfair labor practices within the meaning of section of the National Labor R aning of the Act, or these unfair labor practices are practic	elations Act, and these unfair labor
THE UNION IS REQUESTING IO(J) INJUNCT violated the Act by failing and refusing to barga employees whom the Employer alleges were oplans, and modifying and rejecting various proprovisions. The Employer's unilateral implementation in irreparable harm to employees who make the contraction of the cont	ement of the facts constituting the alleged unfair labor practive RELIEF IN THIS MATTER. Within the last sain with the Union before unilaterally implement overpaid, by engaging in direct dealing with empirisions of the CBAs including but not limited to intation of its repayment plan, including automatically not be able to afford housing, childcare, or counts owed, nor any opportunity to contest the	six (6) months, the Employer has ing a repayment requirement for oloyees on alternative repayment negotiated compensation tic paycheck deductions, will other essentials, and who have
3. Full name of party filing charge (if labor organization, g SEIU Healthcare 1199NW	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 15 S Grady Way Suite 200)	4b. Tel. No. 425-917-1199
Renton, WA 98057		4c. Cell No. (435) 919-7271
		4d. Fax No. 425-917-9707
		4e. e-mail laurelw@seiu1199nw.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit <i>(to be filled in v</i>	vhen charge is filed by a labor organization)
Service Employees Internation	onal Union	
declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. 425-917-1199
	(b) (6), (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)
ntative or person making charge)	(Print/type name and title or office, if any)	Fax No. 425-917-9707
Address 15 S Grady Way Suite 200 Rento	on, WA 98057 Date 3/11/2022	e-mail (a) Seiu1199nw.org
WILLELL EALSE STATEMENTS ON THIS CHARGE	CAN BE DUNISHED BY FINE AND IMPRISONMENT (II	IS CODE TITLE 18 SECTION 1001)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **AMENDED**

CHARGE AGAINST EMPLOYER

	DO NOT WRITE IN THIS	SPACE
Case		Date Filed
	19-CA-292203	9/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		rring.
a. Name of Employer	OYER AGAINST WHOM CHARGE IS BROUGHT	b. Tel. No.
		253-403-1000
MultiCare Deaconess Hospital		c. Cell No.
		253-403-1000
		f. Fax. No.
		253-403-7966
d. Address (Street, city, state, and ZIP code)	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
P.O. Box 5299	(b) (c), (b) (1)(c)	
MS: 1313-5-LER		@multicare.org
Tacoma, WA 98415-0299		h. Number of workers employed
		711
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Acute care hospitals	Health care	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	on 8(a), subsections (1) and
(list subsections) (5)		Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pract	tices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state		-
Within the last six (6) months, the Employer ha		
unilaterally implementing a repayment requirer direct dealing with employees on alternative re		
including but not limited to negotiated compens		
plan, including automatic paycheck deductions		
housing, childcare, or other essentials, and wh		
opportunity to contest the employer's calculation	ons.	
3. Full name of party filing charge (if labor organization, g	ive full name, including local name and number)	
SEIU Healthcare 1199NW		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
15 S Grady Way Suite 200		425-917-1199
Renton, WA 98057		4c. Cell No.
,		(435) 919-7271
		4d. Fax No.
		425-917-9707
		4e. e-mail
		laurelw@seiu1199nw.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in	n when charge is filed by a labor organization)
Service Employees Internation	onal Union	
	ARATION	Tel. No.
	ve charge and that the statements ny knowledge and belief.	425-917-1199
(b) (6), (b) (7)(C) are true to the best of n	(b) (6) (b) (7)(C)	Office, if any, Cell No.
	$(\mathbf{b})(0),(\mathbf{b})(1)(0)$	(b) (6), (b) (7)(C)
entative or person making charge)	(Print/type name and title or office, if any)	Fax No.
		425-917-9707
Address 15 S Grady Way Suite 200 Rento	on, WA 98057 _{Date} 9/2/2022	e-mail @seiu1199nw.org

PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-292204	3/11/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair lab	or practice occurred or is occurring.
---	---------------------------------------

File an original with NLRB Regional Director for the region in		rring.
	LOYER AGAINST WHOM CHARGE IS BROUGHT	1
a. Name of Employer		b. Tel. No. (b) (6), (b) (7)(C)
Yakima Valley Memorial Hospital		c. Cell No.
		C. Gell No.
		f. Fax. No.
	le. B	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
2811 Tieton Dr, Yakima, WA 98902		(b) (6), (b) (7)(C) @yvmh.org
		h. Number of workers employed 1,328
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of secti	on 8(a), subsections (1) and
(list subsections) (5)		Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are prac	tices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state		,
Within the last six months immediately p	0 0	. , ,
agents, violated Sections 8 (a)(1) and 8		
of \$5.00 per hour for Registered Nurses	` '	•
wage increases; and (3) it failed to barg		
does not seek rescission of the wage inc	• • • • • • • • • • • • • • • • • • • •	
Employer bargain over the amount and		ings.
3. Full name of party filing charge (if labor organization, g SEIU Healthcare 1199NW	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200		4b. Tel. No.
		425-917-1199
Renton, WA 98057		4c. Cell No.
		425-919-7271
		4d. Fax No. 425-917-9707
		4e. e-mail laurelw@seiu1199nw.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in	n when charge is filed by a labor organization)
Service Employees Internation	onal Union	
	ARATION	Tel. No.
	ove charge and that the statements ny knowledge and belief.	425-917-1199
(b) (6), (b) (7)(C) are true to the best of n	(b) (6) (b) (7)(C)	Office, if any, Cell No.
4444	(Drinkly no name of the first than the state of the state	(b) (6), (b) (7)(C)
tative or person making charge)	(Print/type name and title or office, if any)	Fax No.
		425-917-9707
Address 15 S Grady Way Suite 200 Rent	on, WA 98057 _{Date} 3/2/2022	e-mail @seiu1199nw.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE Case Date Filed 19-CA-292204 9/2/2022

INSTRUCTIONS:

File an original with NLRB F	Regional Director for the re	gion in which the alleged	unfair labor practice occurred	or is occurring.
------------------------------	------------------------------	---------------------------	--------------------------------	------------------

File an original with NLRB Regional Director for the region in		rring.
	LOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Yakima Valley Memorial Hospital		(b) (6), (b) (7)(C)
		C. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
2811 Tieton Dr, Yakima, WA 98902	(-) (-), (-) (-)	^(b) (6), (b) (7)(C)@yvmh.org
		h. Number of workers employed 1,328
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of secti	on 8(a), subsections (1) and
(list subsections) (5)		r Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are prac	tices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state		,
Within the last six months immediately p	0 0	1 3 7 3
agents, violated Sections 8 (a)(1) and 8		
of \$5.00 per hour for Registered Nurses	()	•
wage increases; and (3) it failed to barge does not seek rescission of the wage inc		
Employer bargain over the amount and	•	
3. Full name of party filing charge (if labor organization, g SEIU Healthcare 1199NW	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
15 S Grady Way Suite 200		425-917-1199
Renton, WA 98057		4c. Cell No.
		425-919-7271
		4d. Fax No. 425-917-9707
		laurelw@seiu1199nw.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in	n when charge is filed by a labor organization)
Service Employees Internation	onal Union	
	ARATION	Tel. No.
(1) (0) (1) (-) (0)	ove charge and that the statements ny knowledge and belief.	425-917-1199
	(b) (6) (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)
entative or person making charge)	(Print/type name and title or office, if any)	
enauve or person making charge)	(Filliwtype flame and title of office, if any)	Fax No.
		425-917-9707
Address 15 S Grady Way Suite 200 Rento	on, WA 98057 Date 3/2/2022	e-mail — (জাজাজালেটে) @seiu1199nw.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

Date Filed
19-CA-292205

Date Filed
3/11/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT				
a. Name of Employer		b. Tel. No.		
Yakima Valley Memorial Hospital		(b) (6), (b) (7)(C)		
'		c. Cell No.		
		f. Fax. No.		
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	-		
		g. e-mail		
2811 Tieton Dr, Yakima, WA 98902	(b) (6), (b) (7)(C)	^{(b) (6), (b) (7)(C)} @yvmh.org		
		h. Number of workers employed		
		1,328		
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service			
Hospital	Healthcare			
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	8(a), subsections (1) and		
(list subsections) (5)	of the National Labor R	elations Act, and these unfair labor		
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are practic	es affecting commerce within the		
meaning of the Act and the Postal Reorganization Act.				
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac-	etices)		
Within the last six months immediately p	preceding the filing of this charge, the em	plover, by and through its		
	(a)(5) of the Act when it: (1) unilaterally ir			
1 0 '	(2) directly dealt with bargaining unit me			
	ain in good faith with the Union over the			
, ,	creases as a remedy, but the Union does	•		
	scope of the increases, among other thir	•		
		.9		
3. Full name of party filing charge (if labor organization, g SEIU Healthcare 1199NW	ive full name, including local name and number)			
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.		
15 S Grady Way Suite 200		425-917-1199		
Renton, WA 98057		4c. Cell No.		
,		425-919-7271		
		4d. Fax No.		
		425-917-9707		
		4e. e-mail		
		laurelw@seiu1199nw.org		
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in v	when charge is filed by a labor organization)		
Service Employees International Union				
I declare that I have read the abo	ARATION	Tel. No.		
	ve charge and that the statements	Tel. No. 425-917-1199		
		425-917-1199 Office, if any, Cell No.		
	ve charge and that the statements	425-917-1199		
	ve charge and that the statements	425-917-1199 Office, if any, Cell No.		
(b) (6), (b) (7)(C) are true to the best of n	the charge and that the statements by knowledge and belief. (b) (6), (b) (7)(C)	425-917-1199 Office, if any, Cell No. (b) (6), (b) (7)(C)		
(b) (6), (b) (7)(C) are true to the best of n entative or person making charge)	tive charge and that the statements my knowledge and belief. (b) (6), (b) (7)(C) (Print/type name and title or office, if any)	425-917-1199 Office, if any, Cell No. (b) (6), (b) (7)(C) Fax No.		
(b) (6), (b) (7)(C) are true to the best of n	(Print/type name and title or office, if any)	425-917-1199 Office, if any, Cell No. (b) (6), (b) (7)(C) Fax No. 425-917-9707		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

AMENDED CHARGE AGAINST EMPLOYER

Case 19-CA-292205 Date Filed 9/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer	O LET AGAINGT WHOM GLANGE IS BROUGHT	b. Tel. No.	
Yakima Valley Memorial Hospital		(b) (6), (b) (7)(C)	
Takima valicy Wemonal Hospital		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	_	
	(b) (6), (b) (7)(C)	g. e-mail	
2811 Tieton Dr, Yakima, WA 98902		^{(b) (6), (b) (7)(C)} @yvmh.org	
		h. Number of workers employed 1,328	
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare		
The above-named employer has engaged in and is engaged		on 8(a) subsections (1) and	
(list subsections) (5)		Relations Act, and these unfair labor	
practices are practices affecting commerce within the me		· ·	
meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pr	ractices)	
Within the last six months immediately p	receding the filing of this charge, the e	mployer, by and through its	
agents, violated Sections 8 (a)(1) and 8			
of \$5.00 per hour for Registered Nurses	(2) directly dealt with bargaining unit m	nembers with respect to the	
wage increases; and (3) it failed to barga	ain in good faith with the Union over the	e wage increases. The Union	
does not seek rescission of the wage in	•	•	
Employer bargain over the amount and scope of the increases, among other things.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) SEIU Healthcare 1199NW			
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.	
15 S Grady Way Suite 200	·/	425-917-1199	
Renton, WA 98057		4c. Cell No.	
Nemon, WA 90037		425-919-7271	
		4d. Fax No.	
		425-917-9707	
		4e. e-mail	
		laurelw@seiu1199nw.org	
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in	n when charge is filed by a labor organization)	
Service Employees International Union			
	ARATION	Tel. No.	
	ve charge and that the statements ny knowledge and belief.	425-917-1199	
	(b) (6) (b) (7)(C)	Office, if any, Cell No.	
optativo or navon making the sur-	(Print/hung name and title as office if and	(b) (6), (b) (7)(C)	
		Fax No.	
		425-917-9707	
Address 15 S Grady Way Suite 200 Rento	on, WA 98057 Date 3/2/2022	e-mail ©seiu1199nw.org	
WILLELL EALSE STATEMENTS ON THIS CHARGE	CAN BE PUNISHED BY FINE AND IMPRISONMENT	(U.S. CODE TITLE 18 SECTION 1001)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case	19-CA-292264	Date Filed 3/14/2022	

INSTRUCTIONS:

	LOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer MultiCare Health System		b. Tel. No. 253-403-100
		c. Cell No. 253-403-1000
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No. 253-403-7966
P.O. Box 5299 MS: 1313-5-LER Tacoma, WA 98415-0299	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) @multicare.org
		h. Number of workers employed 3,500
i. Type of Establishment (factory, mine, wholesaler, etc.) Medical Center / Hospital / Clinic	j. Identify principal product or service Health Care	
The above-named employer has engaged in and is enga	iging in unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and
(list subsections) 8(a)(5) and 8(d)		or Relations Act, and these unfair labor
practices are practices affecting commerce within the me	eaning of the Act, or these unfair labor practices are pr	actices affecting commerce within the
meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise state)		
Within the last six (6) months, the Employer has wimplementing a repayment requirement for employees on alternative repayment plans. The E paycheck deductions, will result in irreparable har and who have not been provided any proof of the	yees whom the Employer alleges were overpaid imployer's unilateral implementation of its repay in to employees who may not be able to afford a alleged amounts owed, nor any opportunity to c	l, by engaging in direct dealing with ment plan, including automatic housing, childcare, or other essentials,
3. Full name of party filing charge (if labor organization, g United Food and Commercial Workers Union, Lo	give full name, including local name and number) cal 3000 (Formerly Local 21)	
4a. Address (Street and number, city, state, and ZIP code) UFCW 3000 SEATTLE OFFICE		4b. Tel. No. 253-249-8859
5030 First Avenue South, Suite 200 Seattle, WA 98134		4c. Cell No. 253-249-8859
		4d. Fax No. 206-436-6700
		dbarnes@ufcw21.org
5. Full name of national or international labor organization. United Food and Commercial Workers Internation		d in when charge is filed by a labor organization)
6. DECLARATION I declare that I have read the above charge and that the statements erre true to the best of my knowledge and belief. David Barnes, Negotiator		Tel. No. 253-249-8859
		Office, if any, Cell No. 253-249-8859
(stgnature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 206-436-6700
Address 5030 First Avenue South, Suite 200, Sea	attle, WA 98134 Date 03/14/2022	e-mail dbarnes@ufcw21.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case	19-CA-292264	Date Filed 9/7/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.			
	OYER AGAINST WHOM CHARGE IS BROUGHT	L. T.I.N.	
a. Name of Employer MultiCare Health System		b. Tel. No. 253-403-1000	
		c. Cell No. 253-403-1000	
		f. Fax. No. 253-403-7966	
d. Address (Street, city, state, and ZIP code) P.O. Box 5299 MS: 1313-5-LER Tacoma, WA 98415-0299	e. Employer Representative (b) (6), (b) (7)(C)	@multicare.org	
		h. Number of workers employed 3,500	
i. Type of Establishment (factory, mine, wholesaler, etc.) Medical Center/ Hospital/ Clinic	j. Identify principal product or service Healthcare		
The above named employer has engaged in and is engage	ging in unfair labor practices within the meaning of section	8(a), subsections (1) and	
(list subsections) 8(a)(5)	of the National Labor R	elations Act, and these unfair labor	
	aning of the Act, or these unfair labor practices are practic	es affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.	-	-	
Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac	tices)	
Within the last six (6) months, the Employer has violated the Act by failing and refusing to bargain with the Union before unilaterally implementing a repayment requirement for employees whom the Employer alleges were overpaid, by engaging in direct dealing with employees on alternative repayment plans. The Employer's unilateral implementation of its repayment plan, including automatic			
and who have not been provided any proof of the a	111 to employees who may not be able to afford ho alleged amounts owed, nor any opportunity to conte		
3. Full name of party filing charge (if labor organization, g United Food and Commercial Workers Union, Loc	cal 3000		
4a. Address (Street and number, city, state, and ZIP code 5030 First Avenue South, Suite 200	e)	4b. Tel. No.	
Seattle, WA 98134		4c, Cell No. (253) 249-8859	
		4d. Fax No. (206) 436-6700	
		4e. e mail dbarnes@ufcw3000.org	
5. Full name of national or international labor organization. United Food and Commercial Workers Internation.	n of which it is an affiliate or constituent unit (to be filled in waal Union	when charge is filed by a labor organization)	
I declare that I have read the abo	ARATION ove charge and that the statements	Tel. No. (253) 249 8859	
are true to the best or i	my knowledge and belief. David Barnes, Bargaining Director	Office, if any, Cell No. (253) 249-8859	
Vsipherer of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (206) 436-6700	
Address 5030 First Avenue South, Suite 200 Seat	ttle, WA 98134 Date 09/07/2022	e mail dbarnes@ufcw3000.org	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case 19-CA-292274	10 CA 202274	Date Filed
	3/15/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	Which the alleged unfair labor practice occurred or is occu- OYER AGAINST WHOM CHARGE IS BROUGHT	irring.
a. Name of Employer	OTEN AGAINST WHOM STIFMED IS DISSOCIA	b, Tel. No.
Dawson Construction, LLC		(206) 623-5155
		c. Cell No.
		(b) (6), (b) (7)(C)
		f. Fax. No.
d Address (Street situ state and 710 ands)	e. Employer Representative	(206) 374-2143
d. Address (Street, city, state, and ZIP code) 405 32nd St.	(b) (6), (b) (7)(C)	g. e-mail
Bellingham, WA 98225	CACHERON	மை மாக @braunconsulting.com
		h. Number of workers employed 100+
i. Type of Establishment (factory, mine, wholesaler, etc.) Contractor	j. Identify principal product or service Construction	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sect	ion 8(a), subsections (1) and
(list subsections) 8(a)(1) and 8(a)(5)	of the National Labo	or Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pra	ctices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
Within the past six (6) months, Dawson Construct information during negotiations with the Union.		rusing to respond to requests for
3. Full name of party filing charge (if labor organization, g Pacific Northwest Regional Council of Carpenters		
4a. Address (Street and number, city, state, and ZIP code 25120 Pacific Hwy S #200, Kent, WA 98032	;)	4b. Tel. No. (253) 945-8800
		4c. Cell No.
		4d. Fax No. (253) 839-4908
		4e. e-mail pnwrc@nwcarpenters.org
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
United Brotherhood of Carpenters and Joiners of A		
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. (503) 261-1862
are true to the best of my knowledge and belief. Daniel M. Shanley, Attorney-PNWRC (signature of representative or person (making charge) (Print/type name and title or office, if any) 533 S. Fremont Ave., 9th Floor, Los Angeles, CA 90071 Address Date 03/15/2022		Office, if any, Cell No. (701) 232-1555
		Fax No. (213) 499-4180
		e-mail dshanley@shanleyapc.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	19-CA-292276	Date Filed 3/15/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.			
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer		b. Tel. No. 206-318-2212	
Starbucks Corporation		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative		
2401 Utah Avenue, Suite 800 Seattle, WA 98134	Kevin Johnson, President and CEO	g. e-mail	
		h. Number of workers employed 17	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverages		
The above-named employer has engaged in a	and is engaging in unfair labor practices within t	he meaning of section	
8(a), subsections (1) and (3) of the National La	abor Relations Act, and these unfair labor pract	ices are practices	
within the meaning of the Act and the Postal R	· ·		
	ment of the facts constituting the alleged unfair labor pract	-	
Pike Street, Seattle, WA 98101, by coercing a	esponded to union organizing efforts by employed and discriminating against employees with response	ect to compensation. These	
ongoing union campaign.	, denying an employee's request for a raise be	cause of the employees	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United			
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. (646) 448-6414	
22 South 22nd St Philadelphia, PA 19103		4c. Cell No.	
		4d. Fax No. (215) 575-9065	
		4e. e-mail rminter@pjbwu.org	
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in w	hen charge is filed by a labor organization)	
Service Employees International Union			
I declare that I have read the above	ARATION ve charge and that the statements by knowledge and helief	Tel. No. (206) 257-6006	
Ben Berger, Attorney		Office, if any, Cell No.	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No (206) 378-4132	
Barnard Iglitzin & Lavitt 18 West Mercer St., Suite 400	00/45/0000	e-mail	
Seattle, WA 98119 Address	03/15/2022 	berger@workerlaw.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case		Date Filed	
	19-CA-292276	4/6/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.			
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer		b. Tel. No. 206-318-2212	
Starbucks Corporation		c. Cell No.	
170	L. Faralisas Barres and Mari	f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative		
2401 Utah Avenue, Suite 800 Seattle, WA 98134	Kevin Johnson, President and CEO	g. e-mail	
		h. Number of workers employed	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverages		
The above-named employer has engaged in a 8(a), subsections (1) and (3) of the National La affecting commerce within the meaning of the within the meaning of the Act and the Postal R	abor Relations Act, and these unfair labor pract Act, or these unfair labor practices are practic	tices are practices	
2. Basis of the Charge (set forth a clear and concise state See Attachment.	ement of the facts constituting the alleged unfair labor prac	tices)	
3. Full name of party filing charge (if labor organization, ga Workers United	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. (646) 448-6414	
22 South 22nd St Philadelphia, PA 19103		4c. Cell No.	
		4d. Fax No. (215) 575-9065	
		4e. e-mail rminter@pjbwu.org	
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in v	hen charge is filed by a labor organization)	
Service Employees International Union			
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. (206) 257-6006	
Ben Berger, Attorney		Office, if any, Cell No.	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No (206) 378-4132	
Barnard Iglitzin & Lavitt 18 West Mercer St., Suite 400 Seattle, WA 98119	04/06/2022	e-mail berger@workerlaw.com	
Address			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Attachment: Basis of the Charge

Within the last six months, the Employer has responded to union organizing efforts by employees at its store located at 425 Pike Street, Seattle, WA 98101, by coercing and restraining employees from exercising their statutory rights and discriminating against perceived union supporters and union-supporting activity. These unlawful activities include, among other things:

- Denying an employee's request for a raise because of the employees' ongoing union campaign;
- Encouraging the same employee to instead seek a promotion out of the bargaining unit;
- Falsely telling employees that an inevitable result of unionizing is the loss of existing benefits and privileges;
- Discouraging employees from voting for union representation by claiming that a first contract would inevitably take over a year to negotiate;
- Falsely telling employees that if they choose union representation, they would be legally barred from bringing grievances directly to management and would not be able to participate directly in collective bargaining negotiations;
- Falsely telling employees that if they choose union representation and the majority voted to strike, employees would be legally obligated to participate in the strike;
- Threatening employees that voting for union representation would damage relationships between bargaining unit members and their superiors;
- Discriminating against employees wearing union pins by prohibiting employees from wearing more than one union pin while permitting them to wear multiple personal pins of other kinds;
- Discriminating against employees photographing labor-related policies and documents, while permitting photography of other materials:
- Announcing the enforcement of and requiring employees to individually sign dress code, attendance, and no solicitation policies that had not previously been enforced;
- Enforcing a "close relationship" policy that had not previously been enforced; and
- Introducing upper management figures to the workplace to solicit partner grievances about workplace conditions, contrary to past practice.

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

SECOND AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-292276

Date Filed 4/19/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.			
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer		b. Tel. No. 206-318-2212	
Starbucks Corporation		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative		
2401 Utah Avenue, Suite 800 Seattle, WA 98134	Howard Schultz, President and CEO	g. e-mail	
		h. Number of workers employed 17	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverages		
The above-named employer has engaged in a 8(a), subsections (1) and (3) of the National La affecting commerce within the meaning of the within the meaning of the Act and the Postal R	abor Relations Act, and these unfair labor pract Act, or these unfair labor practices are practic	tices are practices	
2. Basis of the Charge (set forth a clear and concise state See Attachment.	ement of the facts constituting the alleged unfair labor prac	tices)	
3. Full name of party filing charge (if labor organization, go Workers United	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. (646) 448-6414	
22 South 22nd St Philadelphia, PA 19103		4c. Cell No.	
		4d. Fax No. (215) 575-9065	
		4e. e-mail rminter@pjbwu.org	
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in v	when charge is filed by a labor organization)	
Service Employees International Union		,	
	ARATION ve charge and that the statements	Tel. No. (206) 257-6006	
	ny knowledge and belief.	` '	
Ben Berger, Attorney Office, if any, Cell No.			
(Print/type name and title or office, if any)		Fax No (206) 378-4132	
Barnard Iglitzin & Lavitt 18 West Mercer St., Suite 400		e-mail	
Seattle, WA 98119 Address	04/19/2022 Date	berger@workerlaw.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Attachment: Basis of the Charge

Within the last six months, the Employer has responded to union organizing efforts by employees at its store located at 425 Pike Street, Seattle, WA 98101, by coercing and restraining employees from exercising their statutory rights and discriminating against perceived union supporters and union-supporting activity. These unlawful activities include, among other things:

- Denying an employee's request for a raise because of the employees' ongoing union campaign;
- Encouraging the same employee to instead seek a promotion out of the bargaining unit;
- Falsely telling employees that an inevitable result of unionizing is the loss of existing benefits and privileges;
- Discouraging employees from voting for union representation by claiming that a first contract would inevitably take over a year to negotiate;
- Falsely telling employees that if they choose union representation, they would be legally barred from bringing grievances directly to management and would not be able to participate directly in collective bargaining negotiations;
- Falsely telling employees that if they choose union representation and the majority voted to strike, employees would be legally obligated to participate in the strike;
- Threatening employees that voting for union representation would damage relationships between bargaining unit members and their superiors;
- Discriminating against employees wearing union pins by prohibiting employees from wearing more than one union pin while permitting them to wear multiple personal pins of other kinds;
- Discriminating against employees photographing labor-related policies and documents, while permitting photography of other materials:
- Announcing the enforcement of and requiring employees to individually sign dress code, attendance, and no solicitation policies that had not previously been enforced;
- Enforcing a "close relationship" policy that had not previously been enforced;
- Enforcing a policy against cursing in the workplace that had not previously been enforced and retaliating against a pro-union employee for allegedly breaching the policy;
- Introducing upper management figures to the workplace to solicit partner grievances about workplace conditions, contrary to past practice; and
- Refusing to communicate via phone or text with a pro-union employee regarding essential work issues, contrary to past practice.

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

THIRD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case		Date Filed	
	19-CA-292276	8/2/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur	ring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. 206-318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
2401 Utah Avenue, Suite 800 Seattle, WA 98134	Howard Schultz, President and CEO	g. e-mail
		h. Number of workers employed 17
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverages	
The above-named employer has engaged in a 8(a), subsections (1) and (3) of the National La affecting commerce within the meaning of the within the meaning of the Act and the Postal R	abor Relations Act, and these unfair labor pra Act, or these unfair labor practices are practi	actices are practices
2. Basis of the Charge (set forth a clear and concise state See Attachment.	ment of the facts constituting the alleged unfair labor pro	actices)
3. Full name of party filing charge (if labor organization, gas Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No. (646) 448-6414
22 South 22nd St Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org	
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
Service Employees International Union		
I declare that I have read the abo	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. (206) 257-6006
Bayan Berger	Ben Berger, Attorney	Office, if any, Cell No.
Segnature of representative or person making charge) Barnard Iglitzin & Lavitt	(Print/type name and title or office, if any)	Fax No (206) 378-4132
18 West Mercer St., Suite 400 Seattle, WA 98119	08/02/2022	e-mail berger@workerlaw.com
Address	Date	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Attachment: Basis of the Charge

Within the last six months, the Employer has responded to union organizing efforts by employees at its store located at 425 Pike Street, Seattle, WA 98101, by coercing and restraining employees from exercising their statutory rights and discriminating against perceived union supporters and union-supporting activity. These unlawful activities include, among other things:

- On or about (b) (6), (b) (7)(C), 2022, denying employee (b) (6), (b) (7)(C) request for a raise because of the employees' ongoing union campaign;
- Encouraging employee (b) (6), (b) (7)(C) to instead seek a promotion out of the bargaining unit;
- Falsely telling employees that an inevitable result of unionizing is the loss of existing benefits and privileges;
- Discouraging employees from voting for union representation by claiming that a first contract would inevitably take over a year to negotiate;
- Falsely telling employees that if they choose union representation, they would be legally barred from bringing grievances directly to management and would not be able to participate directly in collective bargaining negotiations:
- Falsely telling employees that if they choose union representation and the majority voted to strike, employees would be legally obligated to participate in the strike;
- Threatening employees that voting for union representation would damage relationships between bargaining unit members and their superiors;
- Discriminating against employees wearing union pins and shirts by prohibiting employees from wearing union shirts and more than one union pin while permitting them to wear multiple personal pins or shirts featuring graphics of other kinds:
- Discriminating against employees photographing labor-related policies and documents, while permitting photography
 of other materials;
- Announcing the enforcement of and requiring employees to individually sign dress code, attendance, and no solicitation policies that had not previously been enforced;
- Refusing to permit employees to bring co-worker witnesses to disciplinary meetings;
- Enforcing a "close relationship" policy that had not previously been enforced;
- Enforcing a policy against cursing in the workplace that had not previously been enforced and discriminatorily and retaliatorily disciplining employee (b) (6), (b) (7)(C) on or about (b) (6), (b) (7)(C) 2022, for allegedly breaching the policy;
- Introducing upper management figures to the workplace to solicit partner grievances about workplace conditions, contrary to past practice; and
- Refusing to communicate via phone or text with a pro-union employee regarding essential work issues, contrary to past practice.

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FOURTH AMENDED CHARGE AGAINST EMPLOYER

	DO NOT WRITE IN THIS SPACE		
Case		Date Filed	
	19-CA-292276	10/6/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.				
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT				
a. Name of Employer		b. Tel. No. 206-318-2212		
Starbucks Corporation		c. Cell No.		
		f. Fax. No.		
d. Address (Street, city, state, and ZIP code)	e. Employer Representative			
2401 Utah Avenue, Suite 800 Seattle, WA 98134	Howard Schultz, President and CEO	g. e-mail		
		h. Number of workers employed 17		
i. Type of Establishment <i>(factory, mine, wholesaler, etc.)</i> Coffee shop	j. Identify principal product or service Food and beverages			
The above-named employer has engaged in a 8(a), subsections (1) and (3) of the National La affecting commerce within the meaning of the within the meaning of the Act and the Postal F	abor Relations Act, and these unfair labor pra Act, or these unfair labor practices are practic	ctices are practices		
2. Basis of the Charge (set forth a clear and concise state See Attachment.	ement of the facts constituting the alleged unfair labor pra	actices)		
Full name of party filing charge (if labor organization, games Workers United)	ive full name, including local name and number)			
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No. (646) 448-6414		
22 South 22nd St Philadelphia, PA 19103 4c. Cell No.		4c. Cell No.		
		4d. Fax No. (215) 575-9065		
	4e. e-mail rminter@pjbwu.org			
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)		
Service Employees International Union				
I declare that I have read the abo	ARATION ve charge and that the statements by knowledge and belief	Tel. No. (206) 257-6006		
Ben Berger, Attorney Office, if any, Cell No.				
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No (206) 378-4132		
Barnard Iglitzin & Lavitt 18 West Mercer St., Suite 400 Seattle, WA 98119 Address Date mail berger@workerlaw.com				

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Attachment: Basis of the Charge

Within the last six months, the Employer has responded to union organizing efforts by employees at its store located at 425 Pike Street, Seattle, WA 98101, by coercing and restraining employees from exercising their statutory rights and discriminating against perceived union supporters and union-supporting activity. These unlawful activities include, among other things:

- On or about (b) (6), (b) (7)(C), 2022, denying employee (b) (6), (b) (7)(C) request for a raise because of the employees' ongoing union campaign;
- Encouraging employee (b) (6), (b) (7)(C) to instead seek a promotion out of the bargaining unit;
- Falsely telling employees that an inevitable result of unionizing is the loss of existing benefits and privileges;
- Discouraging employees from voting for union representation by claiming that a first contract would inevitably take over a year to negotiate;
- Falsely telling employees that if they choose union representation, they would be legally barred from bringing grievances directly to management and would not be able to participate directly in collective bargaining negotiations:
- Falsely telling employees that if they choose union representation and the majority voted to strike, employees would be legally obligated to participate in the strike;
- Threatening employees that voting for union representation would damage relationships between bargaining unit members and their superiors;
- Discriminating against employees wearing union pins and shirts by prohibiting employees from wearing union shirts and more than one union pin while permitting them to wear multiple personal pins or shirts featuring graphics of other kinds:
- Discriminating against employees photographing labor-related policies and documents, while permitting photography
 of other materials:
- Announcing the enforcement of and requiring employees to individually sign dress code, attendance, and no solicitation policies that had not previously been enforced;
- Refusing to permit employees to bring co-worker witnesses to disciplinary meetings;
- Enforcing a "close relationship" policy that had not previously been enforced;
- Introducing upper management figures to the workplace to solicit partner grievances about workplace conditions, contrary to past practice; and
- Refusing to communicate via phone or text with a pro-union employee regarding essential work issues, contrary to past practice.

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD FIFTH AMENDED CHARGE

FIFTH AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
	Date Filed 11/7/2022	
19-CA-292276	11///2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occu	rring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation		b. Tel. No. 206-318-2212
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
2401 Utah Avenue, Suite 800 Seattle, WA 98134	Howard Schultz, President and CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 17
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverages	
The above-named employer has engaged in a 8(a), subsections (1) and (3) of the National La affecting commerce within the meaning of the within the meaning of the Act and the Postal R	abor Relations Act, and these unfair labor pro Act, or these unfair labor practices are pract	actices are practices
Basis of the Charge (set forth a clear and concise state See Attachment. Basis of the Charge (set forth a clear and concise state See Attachment. 3. Full name of party filing charge (if labor organization, ga		
Workers United		T =
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. (646) 448-6414
22 South 22nd St Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled i	n when charge is filed by a labor organization)
Service Employees International Union		
I declare that I have read the abo	ARATION ve charge and that the statements by knowledge and belief	Tel. No. (206) 257-6006
Ben Berger, Attorney Office, if any, Cell No.		
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No (206) 378-4132
Barnard Iglitzin & Lavitt 18 West Mercer St., Suite 400 Seattle, WA 98119	11/07/2022	e-mail berger@workerlaw.com
Address	Date	_

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Attachment: Basis of the Charge

Within the last six (6) months, since the petition was filed in Case 19-RC-289458 on January 25, 2022, Starbucks Corporation ("Starbucks" or the "Employer") has coerced and restrained employees ("employees" or "partners") at its store located at 425 Pike Street, Seattle, WA 98101 (the "Store") in the exercise of their Section 7 rights, in violation of Section 8(a)(1) of the Act, including by:

- On about January 26, January 27, and March 17, 2022, at the Store, by (b) (6), (b) (7)(C) telling employees that because of the pending petition and/or if the employees unionized, they could no longer (or would no longer be able to) borrow to other stores or use borrowed partners from other stores;
- On about January 27 and March 17, 2022, at the Store, by telling employees that the bargaining process would take multiple years to complete and that the employees could end up with worse benefits than they already had;
- In about mid-February 2022, at the Store, by (b) (6), (b) (7)(C) telling employees that believed that having a union would damage the relationship between employees and management and specifically between the Store's partners and (b) (6), (b) (7)(C) and that if the employees unionized, there would be a "third party" between them and the employees would no longer have any direct relationship with (b) (6), (b) (7)(C)
- On about March 17, 2022, at the Store, by telling employees that if they unionized, the Union would be in between the partners and and the partners would not be able to come to directly with any problems;
- On about March 17, at the Store, by telling employees that if the employees unionized, the Union would negotiate the contract and the employees would get no say in it, and specifically that the partners would not get to vote on the contract but would just be stuck with whatever the Union negotiated;
- Starting in about late February/early March 2022, on a specific date or dates better known to the Employer, by requiring partners to individually review and sign certain personnel policies, including the Employer's social media policy, internal technology policy, time and attendance policy, and dress code policy, and announcing that Store management would be strictly enforcing these written policies going forward, despite that these policies had not been previously strictly enforced in the Store;
- Beginning in about February 2022, and to date, enforcing the written internal technology policy to prohibit partners from using the Store's iPads for anything non-work-related in response to partners' having engaged in union and protected, concerted activities with the iPads, despite the Store's established past practice of allowing partners to use the iPads for non-work-related purposes;
- On about February 2 and 9, 2022, at the Store, by (b) (6), (b) (7)(C) soliciting employees' grievances about what (b) (6), (b) (7)(C) (and (b) (6), (b) (7)(C) could do to make things better at the Store;
- On about April 7, 2022, by (b) (6), (b) (7)(c) failing to communicate to (b) (6), (b) (7)(C) who was scheduled to open the Store that morning, that had pushed back the Store's opening time and rescheduled shift to begin at 9:00 a.m. instead of 4:30 a.m.; and
- In about March 2022, on a specific date or dates better known to the Employer, by and (b) (6), (b) (7)(C) misrepresenting to employees that if they voted to go on strike, the Union could force individual employees to participate in the strike and stop working.

In addition, within the last six (6) months, Starbucks has discriminated against partners at the Store because they engaged in union activities and/or in order to discourage other employees from engaging in such activities, in violation of Sections 8(a)(3) and (1) of the Act, including by:

- On about (b) (6), (b) (7)(c) 2022, by (b) (6), (b) (7)(c) verbally coaching (b) (6), (b) (7)(C) for swearing on (b) (6), (b) (7)(c) 2022 (not in front of customers);
- On about (b) (6), (b) (7)(c), 2022, issuing formal written discipline to (b) (6), (b) (7)(c) for the (c) (6), (b) (7)(c) (7)(c)
- On about (50,60,60,70), 2022, issuing a final written warning to over alleged time and attendance issues;
- On about 2022, issuing a final written warning to barista (b) (6), (b) (7)(C) over alleged time and attendance issues; and
- On about (b) (6), (b) (7)(c), 2022, discharging over alleged time and attendance issues.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	DO NOT WRITE	IN THIS SPACE	
Case	19-CA-292329	Date Filed	
	19-CA-292329	3/15/202	2

			3/15/20	122
NSTRUCTIONS:		au relna		
File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ OYER AGAINST WHOM CHARGE IS BROUGHT	urring.		-
a. Name of Employer		b. Tel. No.		
United States Postal Service				
		c. Cell No.		
		f. Fax. No.		
d. Address (Street, city, state, and ZIP code)	e. Employer Representative			
PO Box 3998	(b) (6), (b) (7)(C)	g. e-mail		
Seattle, WA 98124				
		n. Number of v	workers employ	ed
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	100		-
mailing, processing and delivery	US mail, parcel			
The above-named employer has engaged in and is engaged		ction 8(a), subsections	s (1) and	_
(list subsections) 8 (a)(3); 8(a)(5)		or Relations Act, and		por
practices are practices affecting commerce within the me		and suppressioned after a		
meaning of the Act and the Postal Reorganization Act.	,			
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor	practices)		
USPS failed to provide Supervisor for an interview	v. USPS has retaliated against employee for fil	ing grievances.		
3. Full name of party filing charge (if labor organization, g	ive full name, including local name and number)			
Greater Seattle Area Local American Postal Work				
4a. Address (Street and number, city, state, and ZIP code		4b, Tel, No.		
	7	206-241-603	8	
		4c. Cell No.		-
PO Box 48148		(b) (6), (b) (7)(C	<u>)</u>	
Burien, WA 98148		4d. Fax No.		
		206-241-793	9	
		4e. e-mail		
		(b) (6), (b) (7)(C).(a	yaheo.com	
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled	d in when charge is filed	d by a labor orga	anization)
APWU, AFL-CIO				
		Tal No.	19 10	
	ARATION ove Thange and that the statements	Tel. No. 206-241-603	Q	
	ny knowledge and belief.			
	(b) (6), (b) (7)(C)	Office, if any, (b) (6), (b) (7)(C	_	
	(Print/type name and title or office, if any)	Fax No.	<u>u</u>	
	(maybe mane and me or enter, it only)	206-241-793	9	
PO Box 48148 Burien, WA 98148	211.510.000	e-mail	-	
Address	Date 3/15/2022	(b) (6), (b) (7	()(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

page 1

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
	Date Filed		
19-CA-292329	4-15-2022		

Amended

INSTRUCTIONS: File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or k	accuring
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer United States Postal Service		b. Tel. No.
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) P.O. Box 3998	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
Seattle, WA 98124		9.0 111011
		h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Post Office	j. Identify principal product or service mail	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of	section 8(a), subsections (1) and
(list subsections) (3) and (5)		Labor Relations Act, and thest unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices aff	ecting commerce within the meaning of
the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise state	amond of the feets are attitution the alleged unfair to	harman direct
Article of and suspending of without pay, in re		tected concerted activities.
3. Full name of party filing charge (if labor organization, g. Greater Seattle Area American Postal Workers Un	ive full name, including local name and number) ion Local 28	
4a. Address (Street and number, city, state, and ZIP code P.O. Box 48148)	4b. Tel. No. 206-241-6038
Burien, WA 98148		4c. Cell No. (b) (6), (b) (7)(C)
	u u	4d. Fax No. 206-241-7939
		4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization American Postal Workers Union, AFL-CIO	i of which it is an affiliate or constituent unit (to be:	filled in when charge is filed by a labor organization)
(b) (6), (b) (7)(C)	ARATION hagge and that the statements owledge and belief,	Tel. No. 206-241-6038
	(b) (6), (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)
	(Print/type name and title or office, if any)	Fax No. 206-241-7939
Address P.O. Box 48148, Burien, WA 98148	Date 4/15/20	e-mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case		Date Filed	
	19-CA-292333	3/15/2022	

File an original with NLRB Regional Director for the region in		urring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Have a Heart CC		
*		c. Cell No.
		(b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
15029 Bothell Way NE, STE 420	(b) (6), (b) (7)(C)	g. e-mail
Lake Forest Park WA 98155-7600		©(©)(©)(©)(©)(©)(©)(©)(©)(©)(©)(©)(©)(©)
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Cannabis Dispensaries	Cannabis Products	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sect	ion 8(a), subsections (1) and
(list subsections) 8(a)(5)	of the National Labo	or Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are pra-	ctices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state		
8(a)(5): Within the last six months, the above-name		
ratifed succesor collective bargaining agreement re	esulting in substantial wage losses for the affecte	ed unit employees.
Full name of party filing charge (if labor organization, g	rive full name, including local name and number)	
United Food and Commercial Workers Local 21	ive fall name, melacing recarriance and namely	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
5030 1st Ave S. #102 Seattle WA 98134		45. Tol. 145.
		4c. Cell No.
		425.971.7328
		4d. Fax No.
		4d. Fax No.
		4e. e-mail
		medgerton@ufcw21.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
United Food and Comercial Workers International	l Union, AFL-CIO	
6. DECL	ARATION	Tel. No.
	ove charge and that the statements	253.528.0728
	ny knowledge and belief. Matt Edgerton, Connabia Div Dir	Office, if any, Cell No.
Matthew Edgerton (signature of representative or person making charge)	Matt Edgerton, Cannabis Div Dir (Print/type name and title or office, if any)	- EN-
(signature or representative or person making charge)	(Filliotype hame and use or office, if any)	Fax No. 253.528.0726
5030 1st Ave S. #102 Seattle WA 98134	2/15/2022	e-mail
Address	Date 3/15/2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-292333	3/23/2022	

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Have a Heart CC		b. Tel. No. (b) (6), (b) (7)(C)
Trave a rieart CC		c. Cell No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax No.
15029 Bothell Way NE, STE 420,	(b) (6), (b) (7)(C)	7
Lake Forest Park, WA 98155-7600		g. e-mail @cannabisstorey.com
		h. Number of Workers Employed
i. Type of Establishment (factory, mine,	j. Identify Principal Product or Service	
wholesaler, etc.)	j. Identity i fine part roduct of Service	
Cannabis Dispensaries	Cannabis Products	
·		
	I is engaging in unfair labor practices within the mea	
,	unfair labor practices are practices affecting comme erce within the meaning of the Act and the Postal R	,
	se statement of the facts constituting the alleged uni	
Within the last 6 months and continuing, t		
totality a ratified successor collective barg		
2022, resulting in substantial wage losses	for the affected unit employees, in violati	on of the Act.
Mail: 11 1 1 2 11 11 11 11 11 11 11 11 11 11		
Within the last 6 months and continuing, t		
requested information to the Union, including		employees wages, and delayed in
providing said information to the Union, in		
	ation, give full name, including local name and numb	per)
United Food and Commercial Workers 4a Address (Street and number city state and 7)		4b Tel No
1 4a Address (Sireer and number city State and /)	IP COOR)	1 40 TELINO

ı	3. Full name of party filing charge (if labor organization, give	full name, including local name and number	er)
	United Food and Commercial Workers, Local 2	21	
Ì	4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No.
	5030 1st Ave S Ste 102, Seattle, WA 98134-24	438	(425)971-7328
١			4c. Cell No.
			(425)971-7328
İ			4d. Fax No.
١			4e. e-mail
			medgerton@ufcw21.org
1	5. Full name of national or international labor organization of	which it is an affiliate or constituent unit (to	b be filled in when charge is filed by a labor
	organization)		
	United Food and Commercial Workers Internation	onal Union, AFL-CIO	
		·	
İ	6. DECLARATION		Tel. No.
I declare that I have read the above charge and that the statements are true to the best of my		,	(253)528-0728
Į	knowledge and beli	ef.	
			Office, if any, Cell No.
	Matthew Education	Matthew J. Edgerton Cannabis	
	Matthew Edgerton	Division Director	
ı	(signature of representative or person making charge)	(Print/type name and title or office, if	Fax No.
		any)	(253)528-0726
1	Address: 5030 1st Ave S Ste 102, Seattle,	Date: 3/23/2022	e-mail
	WA 98134-2438		medgerton@ufcw21.org
ĺ			1

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully

set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-292429	3/17/2022

INSTRUCTIONS:

mornoono.	
File an original with NI RR Regional Director for the region in which	the alleged unfair labor practice occurred or is occurring

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or isoccurring	ıg.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Bellevue Rare Coins		(425) 278-9670
		c. Cell No.
	In Employer December 6.1	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 302 Pacific Ave	e. Employer Representative	g. e-mail
WA Tacoma 98402		h. Number of workers employed 4
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Retail (Specialty)	Bullion, Jewelry, and Coins	
(list subsections) 1	ging in unfair labor practices within the meaning of section of the National Labor R of the National Labor R aning of the Act, or these unfair labor practices are practic	elations Act, and these unfair labor
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac	ctices)
See additional page		
(b) (6), (b) (7)(C) e of party filing charge (if labor organization, g	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		4c. Cell No.
		4d. Fax No.
		4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organizatio	nof which it is an affiliate or constituent unit <i>(to be filled in w</i>	hen charge is filed by a labor organization)
	ARATION	Tel. No.
are true to the best of n	ove charge and that the statements by knowledge and belief.	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No.
(signature of representative or person making charge) (b) (6), (b) (7)(C)	(Print/type name and title or office, if any)	Fax No.
Addres	Date 03/17/2022 02:38:09 PM	e-mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	⁽⁰⁾⁽⁶⁾⁽⁰⁾⁽⁷ /2022

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

Case 19-CA-292483

DO NOT WRITE IN THIS SPACE

Date Filed 3/18/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		ırrıng.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
FiberTel Inc.		(801) 489-0659
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
893 N. 450 W.	(b) (6), (b) (7)(C)	g. e-mail
		^{©)(©)(©)(©)(©} @fibertelinc.net
UT Springville 84663		h. Number of workers employed
		50
i. Type of Establishment (factory, mine, wholesaler, etc.)		
Construction	Telecommunications	
The above-named employer has engaged in and is engaged		
(list subsections) 5		or Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pra	ctices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor p	practices)
See additional page		
3. Full name of party filing charge <i>(if labor organization, g</i> Matthew Carroll International Brotherhood of Electrical Workers, Local 89	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
		(360) 755-6900
		4c. Cell No.
1125 S. 2nd Street		
WA Mount Vernon 98273		4d. Fax No.
		Tu. Tu. Tu.
		4e. e-mail
		Local89@ibew89.com
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization
3.1 di Hamo of hational of international labor organizatio	Trof which it is all affiliate of constituent and the file	in when charge is filed by a labor organization)
6 DECL	ARATION	Tel. No.
	ove charge and that the statements	(503) 226-6111
	ny knowledge and belief.	
For the	Daniel Hutzenbiler Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
1635 NW Johnson St	· · · · · · · · · · · · · · · · · · ·	
Address Portland OR 97209	Date 03/18/2022 09:13:12 AM	e-mail dhutzenbiler@mbjlaw.com
		I I

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to recognize the union as the collective bargaining representative of its employees.

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change	
New pay and benefit structure	11/08/2021	

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	19-CA-292589	Date Filed 3/21/2022

INST	K.L	 UND

	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer USPS (Longview Post Office)		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1603 Larch Street, Kelso, WA 98632	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Post Office	j. Identify principal product or service Mail	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and
(list subsections)		or Relations Act, and these unfair labor
practices are practices affecting commerce within the me		and the same of th
meaning of the Act and the Postal Reorganization Act.	and a second of those cities make proceeds and pro-	and a second sec
2. Basis of the Charge (set forth a clear and concise state	and of the feets constitution the attendant line is labor.	
a point of removing me as if to say see I can (b) (6).	(b) (7)(C)	
3. Full name of party filing charge (if labor organization, gasterican Postal Workers Union, Portland Local 4a. Address (Street and number, city, state, and ZIP code	ive full name, including local name and number)	4b, Tel. No.
3. Full name of party filing charge (if labor organization, go American Postal Workers Union, Portland Local 4a. Address (Street and number, city, state, and ZIP code 2260 SE Morrison Portland, OR 97214	ive full name, including local name and number)	4b. Tel. No. 5032311797 4c. Cell No.
3. Full name of party filing charge (if labor organization, gasterican Postal Workers Union, Portland Local 4a. Address (Street and number, city, state, and ZIP code 2260 SE Morrison	ive full name, including local name and number)	5032311797
3. Full name of party filing charge (if labor organization, gasterican Postal Workers Union, Portland Local 4a. Address (Street and number, city, state, and ZIP code 2260 SE Morrison	ive full name, including local name and number)	5032311797 4c. Cell No.
3. Full name of party filing charge (if labor organization, grammerican Postal Workers Union, Portland Local 4a. Address (Street and number, city, state, and ZIP code 2260 SE Morrison Portland, OR 97214	ive full name, including local name and number)	5032311797 4c. Cell No. 4d. Fax No. 4e. e-mail
3. Full name of party filing charge (if labor organization, grammerican Postal Workers Union, Portland Local 4a. Address (Street and number, city, state, and ZIP code 2260 SE Morrison Portland, OR 97214	ive full name, including local name and number)	5032311797 4c. Cell No. 4d. Fax No. 4e. e-mail
3. Full name of party filing charge (if labor organization, gi American Postal Workers Union, Portland Local 4a. Address (Street and number, city, state, and ZIP code 2260 SE Morrison Portland, OR 97214	ive full name, including local name and number)	5032311797 4c. Cell No. 4d. Fax No. 4e. e-mail I in when charge is filed by a labor organization Tel. No.
3. Full name of party filing charge (if labor organization, gramerican Postal Workers Union, Portland Local 4a. Address (Street and number, city, state, and ZIP code 2260 SE Morrison Portland, OR 97214 5. Full name of national or international labor organization American Postal Workers union 6. DECL I declare that I have read the abo	ive full name, including local name and number) o) n of which it is an affiliate or constituent unit (to be filled) ARATION ve charge and that the statements	5032311797 4c. Cell No. 4d. Fax No. 4e. e-mail 4 in when charge is filed by a labor organization
3. Full name of party filing charge (if labor organization, gramerican Postal Workers Union, Portland Local 4a. Address (Street and number, city, state, and ZIP code 2260 SE Morrison Portland, OR 97214 5. Full name of national or international labor organization American Postal Workers union 6. DECL I declare that I have read the abo	ive full name, including local name and number) a) n of which it is an affiliate or constituent unit (to be filled	5032311797 4c. Cell No. 4d. Fax No. 4e. e-mail I in when charge is filed by a labor organization Tel. No.
3. Full name of party filing charge (if labor organization, gi American Postal Workers Union, Portland Local 4a. Address (Street and number, city, state, and ZIP code 2260 SE Morrison Portland, OR 97214 5. Full name of national or international labor organization American Postal Workers union 6. DECL	ive full name, including local name and number) of which it is an affiliate or constituent unit (to be filled and that the statements by knowledge and belief.	5032311797 4c. Cell No. 4d. Fax No. 4e. e-mail I in when charge is filed by a labor organization Tel. No. (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

FORM NLRB-501

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER AMENDED

DO NOT WRITE IN THIS SPACE		
Case	19-CA-292589	Date Filed 4/14/2022

INSTRUCTIONS:

	MPLOYER AGAINST WHOM CHARGE IS BROUGHT	h Tol No	
a. Name of Employer USPS (Longview Post Office)		b. Tel. No. (b) (6), (b) (7)(C)	
		c, Cell No.	
		f. Fax. No.	
d. Address (Sireet, city, state, and ZIP code) 1603 Larch Street, Kelso, WA 98632	(b) (6), (b) (7)(C)	g. e-mad	
		h. Number of workers employed	
Type of Establishment (factory, mine, wholesaler, el Post Office	(c.) j. Identify principal product or service Mail		
101	ngaging in unfair labor practices within the meaning of si		
(list subsections) (3) practices are practices affecting commerce within the	meaning of the Act. or these unfair labor practices are p	abor Relations Act, and these unfair labor practices affecting commerce within the	
meaning of the Act and the Postal Reorganization Act			
		sked me to(b) (6), (b) (7)(C)made	
a point of removing me as if to say see I can (b) 5. Full name of party filing charge (if labor organization) American Postal Workers L'nion, Portland I oc.	n, give full name, including local name and number)	4b. Tel. No.	
a point of removing me as if to say see I can (b) 5. Full name of party filing charge (if labor organization) American Postal Workers L'nion, Portland I oc. 4a. Address (Street and number, city, state, and 2IP of 2260 St. Morrison	n, give full name, including local name and number)		
a point of removing me as if to say see I can (b) 5. Full name of party filing charge (if labor organization) American Postal Workers L'nion, Portland I oc. 4a. Address (Street and number, city, state, and 2IP of 2260 St. Morrison	n, give full name, including local name and number)	4b. Tel. No.	
a point of removing me as if to say see I can (b) 5. Full name of party filing charge (if labor organization) American Postal Workers L'nion, Portland I oc. 4a. Address (Street and number, city, state, and 2IP of 2260 St. Morrison	n, give full name, including local name and number)	4b. Tel. No. 5032311797	
a point of removing me as if to say see I can (b) 5. Full name of party filing charge (if labor organization) American Postal Workers L'nion, Portland I oc. 4a. Address (Street and number, city, state, and 2IP of 2260 St. Morrison	n, give full name, including local name and number)	4b. Tel. No. 5032311797 4c. Cell No.	
a point of removing me as if to say see I can (b) 5. Full name of party filing charge (if labor organization) American Postal Workers L'nion, Portland I oc. 4a. Address (Street and number, city, state, and ZIP of 2260 St. Morrison Portland, OR 97214	n, give full name, including local name and number)	4b. Tel. No. 5032311797 4c. Cell No. 4d. Fax No. 4e. e-mail	
a point of removing me as if to say see I can (b). Full name of party filing charge (if labor organization). American Postal Workers L'inion, Portland I oc. 4a. Address (Street and number, city, state, and ZIP of 2260 SE Morrison Portland, OR 97214) (6), (b) (7)(C) n, give full name, including local name and number) st	4b. Tel. No. 5032311797 4c. Cell No. 4d. Fax No. 4e. e-mail	
a point of removing me as if to say see I can (b) 5. Full name of party filing charge (if labor organization) American Postal Workers L'mion, Portland I oc. 4a. Address (Street and number, city, state, and ZIP of 2260 St. Morrison Portland, OR 97214 5. Full name of national or international labor organization American Postal Workers union 6. DE I declare that I have read the	n, give full name, including local name and number) all code) Thich of which it is an affiliate or constituent unit (to be file) CLARATION above charge and that the stetements	4b. Tel. No. 5032311797 4c. Cell No. 4d. Fax No. 4e. e-mail	
a point of removing me as if to say see I can (b) 5. Full name of party filing charge (if labor organization) American Postal Workers L'mion, Portland I oc. 4a. Address (Street and number, city, state, and ZIP of 2260 St. Morrison Portland, OR 97214 5. Full name of national or international labor organization American Postal Workers union 6. DE I declare that I have read the	n, give full name, including local name and number) discose) filen of which it is an affiliate or constituent unit (to be file	4b. Tel. No. 5032311797 4c. Cell No. 4d. Fax No. 4e. e-mail	
a point of removing me as if to say see I can (b) 3. Full name of party filing charge (if labor organization) American Postal Workers L'nion, Portland I oc. 4a. Address (Street and number, city, state, and 2IP of 2260 St. Morrison Portland, OR 97214 5. Full name of national or international labor organization American Postal Workers union 6. De I declare that I have read the labor organization of the labor organization of the labor organization.	n, give full name, including local name and number) il code) filen of which it is an affiliate or constituent unit (to be file) CLARATION above charge and that the stetements.	4b. Tel. No. 5032311797 4c. Cell No. 4d. Fax No. 4e. e-mail ed in when charge is filled by a labor organization [b](6)(6)(7)(9)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
19-CA-292685		3/21/2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in 1 FMPI	which the alleged unfair labor practice occurred or is occur OYER AGAINST WHOM CHARGE IS BROUGHT	rring.
a. Name of Employer MultiCare Tacoma General Hospital		b. Tel. No. 253-403-1000
		c. Cell No. 253-403-1000
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No. 253-403-7966
P.O. Box 5299 MS: 1313-5-LER Tacoma, WA 98415-0299	(b) (6), (b) (7)(C)	g. e-mail @multicare.org
		h. Number of workers employed Approximately 967 nurses
i. Type of Establishment (factory, mine, wholesaler, etc.) Acute care hospitals	j. Identify principal product or service Health care	
The above-named employer has engaged in and is engaged (list subsections) $8(a)(5)$ practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the National Labor	Relations Act, and these unfair labor
Within the six months preceding the filing of this of information. 3. Full name of party filing charge (if labor organization, g.		sed to provide requested relevant
Washington State Nurses Association 4a. Address (Street and number, city, state, and ZIP code 575 Andover Park West, Suite 101	>)	4b. Tel. No. 206-575-7979, ext. 3014
Seattle, Washington 98188		4c. Cell No.
		4d. Fax No. 206-575-1908
		4e. e-mail tsears@wsna.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in	n when charge is filed by a labor organization)
American Federation of Teachers, AFL-CIO		T
I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. 206-575-7979
Tunky So	Timothy Sears, Chief General Counsel	Office, if any, Cell No. 206-575-7979, ext. 3014
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. 206-575-1908
575 Andover Park West, Suite 101, Seattle, Washington Address 98188 Date 3/21/2022		e-mail tsears@wsna.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

Date Filed 3/21/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in 1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	ring.
a. Name of Employer MultiCare Good Samaritan Hospital		b. Tel. No. (b) (6), (b) (7)(C) c. Cell No. (b) (6) (7)(C)
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	(b) (6), (b) (7)(C) f. Fax. No. 253-697-5164
P.O. Box 5299 MS: 1313-5-LER Tacoma, WA 98415-0299	(b) (6), (b) (7)(C)	g. e-mail (b) (6) (7)(C) (a) multicare.org h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	Approximately 841 nurses
Acute care hospitals	Health care	
The above-named employer has engaged in and is engaged (list subsections) $8(a)(5)$ practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the National Labor	Relations Act, and these unfair labor
2. Basis of the Charge (set forth a clear and concise state Within the six months preceding the filing of this cinformation.		· ·
3. Full name of party filing charge (if labor organization, gas Washington State Nurses Association	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 575 Andover Park West, Suite 101 Seattle, Washington 98188)	4b. Tel. No. 206-575-7979, ext. 3014 4c. Cell No.
		4d. Fax No. 206-575-1908 4e. e-mail tsears@wsna.org
Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in	9 6
American Federation of Teachers, AFL-CIO		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Turtly Sears, Chief General Counsel		Tel. No. 206-575-7979
		Office, if any, Cell No. 206-575-7979, ext. 3014
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 206-575-1908
575 Andover Park West, Suite 101, Seatt Address 98188	le, Washington Date 3/21/2022	e-mail tsears@wsna.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case Date Filed		
19-CA-292739	3/22/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		ring.	
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer		b. Tel. No.	
Allied Universal		206-448-4040	
		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail	
801 S. Fidalgo St., Ste. 200 Seattle, WA 98108		(b) (6), (b) (7)(C) @AUS.com	
		h. Number of workers employed 2000	
i. Type of Establishment (factory, mine, wholesaler, etc.) Security contractor	j. Identify principal product or service Security		
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of sectio	on 8(a), subsections (1) and	
(list subsections) 8 (a) (5)	of the National Labor	Relations Act, and these unfair labor	
practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices are pract	ices affecting commerce within the	
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pra	actices)	
Employer AUS has within the last six months, vio	lated the act by not fulfilling promised settlement		
Employer participated in grievance meeting regard would be rescinded.	ding grievant (b) (6), (b) (7)(C) and agreed that if bigs.	bring a doctor s note to them	
Grievant has provided doctor s note but AUS has	s failed to comply		
3. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C) - SEIU6 Property Services NW			
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.	
3720 Airport Way S		206-448-7348	
Seattle, WA 98134		4c. Cell No. (b) (6), (b) (7)(C)	
		4d. Fax No.	
		4e. e-mail (b) (6), (b) (7)(C) @seiu6.org	
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in		
Service Employees International Union			
6. DECL	ARATION	Tel. No.	
I declare that I have read the above charge and that the statements		206-448-7348	
(b) (6), (b) (7)(C)	ny knowledge and belief. (b) (6), (b) (7)(C)	Office, if any, Cell No.	
(si	(Print/type name and title or office, if any)	Fax No.	
Address (b) (6), (b) (7)(C)	Date3/22/2022	e-mail (b)(6), (b)(7)(C) @seiu6.org	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case Date Filed	
19-CA-292775	3/23/2022

INSTRUCTIONS:

a. Name of Employer	PLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Harrio di Employor	EO LETTAGAMOT WHOM OF BUILD DISCOURT	b. Tel. No.
		206 298-3434
Pacific Maritime Association		c. Cell No.
		f. Fax. No. 206 298-3469
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
301 West Republican	(b) (6), (b) (7)(C)	
Seattle, WA 98119		
		h. Number of workers employed 1000+
i. Type of Establishment (factory, mine, wholesaler, etc., Employer Agent	j. Identify principal product or service Longshore labor	
The above-named employer has engaged in and is eng		
(list subsections) (1), (3)		or Relations Act, and these unfair labor
practices are practices affecting commerce within the m	neaning of the Act, or these unfair labor practices are pro-	actices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise sta	atement of the facts constituting the alleged unfair labor	practices)
employee (b) (6), (b) (7)(C) by failing to cite (0.6).6 filed against (0.6).6 in Employer Complaint (0.6).6 m. (c).6 Employer Complaint (0.6).6 in retaliation for (0.6).6	nployer association, by its officers, agents and rep to appear before the Joint Port Labor Relations C and by assessing discipline without sufficien (a) (a) (a) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	committee concerning the complaint at evidence of the conduct alleged in
3. Full name of party filing charge (if labor organization,		
(b) (b), (b) (7)(c)	give full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP co		4b. Tel. No (b) (6), (b) (7)(C)
		4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No.
4a. Address (Street and number, city, state, and ZIP co		
4a. Address (Street and number, city, state, and ZIP co		4c. Cell No.
4a. Address (Street and number, city, state, and ZIP co	rde)	4c. Cell No. 4d. Fax No. (b) (6), (b) (7)(C)
4a. Address (Street and number, city, state, and ZIP co. (b) (6), (b) (7)(C) 5. Full name of national or international labor organization. 6. DEC	ion of which it is an affiliate or constituent unit (to be filled	4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) d in when charge is filed by a labor organization) Tel. No.
4a. Address (Street and number, city, state, and ZIP co. (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of the control o	ion of which it is an affiliate or constituent unit (to be filled	4c. Cell No. 4d. Fax No. 4d. Fax No. (b) (6), (b) (7)(C) d in when charge is filed by a labor organization)
4a. Address (Street and number, city, state, and ZIP co. (b) (6), (b) (7)(C) 5. Full name of national or international labor organization. 6. DEC	ion of which it is an affiliate or constituent unit (to be filled	4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) d in when charge is filed by a labor organization) Tel. No.
4a. Address (Street and number, city, state, and ZIP co. (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of the control o	ion of which it is an affiliate or constituent unit (to be filled CLARATION bove charge and that the statements owledge and belief.	4c. Cell No. 4d. Fax No. 4d. e-mail (b) (6), (b) (7)(C) d in when charge is filed by a labor organization) Tel. No. (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case Date Filed		
19-CA-292780 3/22/2022		

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur	ring.	
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Virginia Mason Franciscan Health d/b/a St. Joseph Medical Center		b. Tel. No. 253-426-4464	
		c. Cell No.	
d Address (Otrest site state and 7/D ands)	a Employer Depresentative	f. Fax. No. 253-426-6941	
d. Address (Street, city, state, and ZIP code) e. Employer Representative Marie LaMarche, Division Director, Labor		g. e-mail	
Box 2197 Tacoma, WA 98405-2197	Relations	marielamarche@chifranciscan.org	
		h. Number of workers employed Approximately 1,083 nurses	
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare Services		
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sectio	on 8(a), subsections (1) and	
(list subsections)		Relations Act, and these unfair labor	
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are pract	cices affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.		3	
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pra	actices)	
Within the six months preceding the filing of this it employs in the exercise of their rights guarantee nurses from wearing t-shirts with union insignia.			
3. Full name of party filing charge (if labor organization, g Washington State Nurses Association	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code) 575 Andover Park West, Suite 101 Seattle, Washington 98188		4b. Tel. No. 206-575-7979, ext. 3014	
		4c. Cell No.	
		4d. Fax No. 206-575-1908	
		4e. e-mail tsears@wsna.org	
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)	
American Federation of Teachers			
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. 206-575-7979	
are true to the best of n	ny knowledge and belief. Timothy Sears, Chief General Counsel	Office, if any, Cell No. 206-575-7979, ext. 3014	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 206-575-1908	
575 Andover Park West, Suite 101, Seatt Address 98188	Date 3/22/2022	e-mail tsears@wsna.org	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE				
Case		Date Filed		
	19-CA-292846	3/23/2022		

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in 1 FMPI	which the alleged unfair labor practice occurred or is occurred. OYER AGAINST WHOM CHARGE IS BROUGHT	ing.		
a. Name of Employer	b. Tel. No.			
Seattle Art Museum	(206) 654-3100			
		c. Cell No.		
		(b) (6), (b) (7)(C)		
		f. Fax. No.		
	- Cleve-D	(206) 654-3135		
d. Address (Street, city, state, and ZIP code) 1300 1st Ave	e. Employer Representative	g. e-mail		
1000 1017110	(b) (6), (b) (7)(C)			
WA 0 . W 00404		hr@seattleartmuseum.org		
WA Seattle 98101		h. Number of workers employed		
		337		
i. Type of Establishment (factory, mine, wholesaler, etc.)	l .			
Recreational Activities	Viewing Art			
The above-named employer has engaged in and is enga				
(list subsections) 3,1		Relations Act, and these unfair labor		
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pract	ices affecting commerce within the		
meaning of the Act and the Postal Reorganization Act.				
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pra	actices)		
See additional page				
ng charge (if labor organization of	give full name, including local name and number)			
(b) (6), (b) (7)(C)	, , ,			
4a. Address (Street and number, city, state, and ZIP cod	e)	4b. Tel. No.		
, , , , , , , ,		(b) (6), (b) (7)(C)		
(b) (6) (b) (7)(C)		4c. Cell No.		
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)		
		4d. Fax No.		
		4e. e-mail		
		(b) (6), (b) (7)(C)		
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit (to be filled in			
	·			
	ARATION	Tel. No.		
are true to the best of r	ove charge and that the statements by knowledge and belief.	(b) (6), (b) (7)(C)		
(b)(6), (b)(7)		Office, if any, Cell No.		
	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		
(signature of representative or person making charge)	Fax No.			
(signature of representative or person making charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C)				
	Date 03/23/2022 11:51:15 PM	e-mail		
Address	Date 03/23/2022 11:31:13 FM	(b) (6), (b) (7)(C)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Forced leave	^{©(6, ©)(7} /2022

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

AMENDED

DO NOT WRITE IN THIS SPACE
Case Date Filed 4/7/2022 19-CA-292846

4	FARLOVER A CALLOTANION OF A DOLLAR OF TO BE	POLICIE		
	EMPLOYER AGAINST WHOM CHARGE IS BI			
a. Name of Employer	b. Tel. No.			
Seattle Art Museum	(206)654-3100			
		c. Cell No.		
		(b) (6), (b) (7)(C)		
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax No.		
1300 1st Ave, Seattle, WA 98101-	(b) (6), (b) (7)(C)	(206)626-0454		
2003		g. e-mail		
		hr@seattleartmuseum.org		
		h. Number of Workers Employed		
		' '		
i. Type of Establishment (factory, mine,	j. Identify Principal Product or Service			
wholesaler, etc.)				
Museum	Art			
Museum	AIL .			
The above named employer has engaged in an	d is angaging in unfair labor practices within the	e meaning of section 8(a), subsections (1) (3) and		
		mmerce within the meaning of the Act, or these unfair		
labor practices are practices affecting commerce				
2. Basis of the Charge (set forth a clear and conc	ise statement of the facts constituting the allege	ed unfair labor practices)		
	Employer disciplined or retaliated ag			
		rder to discourage union activities and/or		
	six-months, the Employer has interfere			
	rotected by Section 7 of the Act by ma			
employees from discussing wages, h	ours, or other terms or conditions of er	mployment.		
(3) On or about March 23, 2022, the I	Employer promulgated an unlawful wo	rk rule by instructing employee(s) not to		
speak to their coworkers.		gp,(-)		
	ployer interrogated employees about t	heir protected concerted activities and/or		
	ployer interrogated employees about t	illeli protected concerted activities and/or		
union activities.		() (b) (7)(C)		
(5) On or about 2022, the Em	ployer terminated Charging Party	in retaliation for or in order to		
discourage union and/or protecte	d concerted activities and/or beca use	^{10,00} filed an unfair labor practice charge.		
	•			
10(j) injunctive relief is requested.				
100) injunctive relief to requested.				
3. Full name of party filing charge (if labor organization)	ration aire full name including lead name and	number		
	cation, give ruit name, including local name and	number)		
(b) (6), (b) (7)(C)	710 4-)	AL T-I NI-		
4a. Address (Street and number, city, state, and	ZIP code)	4b. Tel. No.		
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)		
		4c. Cell No.		
		(b) (6), (b) (7)(C)		
		4d. Fax No.		
		4e. e-mail		
5 Full name of national or international labor org	anization of which it is an affiliate or constituent	(b) (6), (b) (7)(C)		
5. Full name of national or international labor organization)	anization of which it is an affiliate or constituent	(b) (6), (b) (7)(C)		
5. Full name of national or international labor organization)	anization of which it is an affiliate or constituent	(b) (6), (b) (7)(C)		
_	anization of which it is an affiliate or constituent	(b) (6), (b) (7)(C)		
organization)		unit (to be filled in when charge is filed by a labor		
organization) 6. DECI	ARATION	unit (to be filled in when charge is filed by a labor		
organization) 6. DECL L declare that I have read the above char. e	_ARATION and that the statements are true to the best of n	unit (to be filled in when charge is filed by a labor		
organization) 6. DECI	ARATION	unit (to be filled in when charge is filed by a labor Tel. No. (b) (6), (b) (7)(C)		
organization) 6. DECL L declare that I have read the above char. e	_ARATION and that the statements are true to the best of n ge and belief.	unit (to be filled in when charge is filed by a labor Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No.		
organization) 6. DECL L declare that I have read the above char. e	_ARATION and that the statements are true to the best of n	unit (to be filled in when charge is filed by a labor Tel. No. (b) (6), (b) (7)(C)		
organization) 6. DECI 1. declare that I have read the above charge declare that I have read the above charge declared th	_ARATION and that the statements are true to the best of n ge and belief.	(b) (6), (b) (7)(C) unit (to be filled in when charge is filed by a labor Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No. (b) (6), (b) (7)(C)		
organization) 6. DECI L declare that I have read the above charge declared the above charge dec	ARATION and that the statements are true to the best of n ge and belief. _(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) unit (to be filled in when charge is filed by a labor Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No. (b) (6), (b) (7)(C)		
6. DECI I declare that I have read the above charge (b) (6), (b) (7)(C)	ARATION and that the statements are true to the best of n ge and belief. (b) (6), (b) (7)(C) (Print/type name and title or office any)	(b) (6), (b) (7)(C) unit (to be filled in when charge is filed by a labor Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No. (b) (6), (b) (7)(C)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	DO NOT WRITE IN THIS	SPACE
Case		Date Filed
	19-CA-292850	3/23/2022

INSTRUCTIONS:

	which the alleged unfair labor practice occurred or is o	ccurring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (b) (6), (b) (7)(C)
Ponder LLC		
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
2413 E Union St. Seattle WA 98122	(b) (6), (b) (7)(C)	g. e-mail @ponder4u.com
		h. Number of workers employed 8
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Dispensary	j. Identify principal product or service Cannabis Products	
The above-named employer has engaged in and is engage	jing in unfair labor practices within the meaning of se	ection 8(a), subsections (1) and
(list subsections) (3) (5)	of the National La	bor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are p	ractices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labo	r practices)
Within the last six months the Employer failed to any dates in the entire month of February, unilater until sometime later in April.		
3. Full name of party filing charge (if labor organization, gi		
United Food and Commercial Workers Union Loc		4.7.0
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. 425-326-2813
Attn: Amirah Ziada 5030 1st Ave S. Suite #200 Seattle WA 98134		4c. Cell No.
3030 1st Ave 5. Stille #200 Scattle WA 70134		4c. Cell No.
		4d. Fax No.
		4e. e-mail aziada@ufcw21.org
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be fille	L
United Food and Commercial Workers Internation	al Union, AFL_CIO	
6. DECL/	ARATION	Tel. No.
I declare that I have read the above	ve charge and that the statements	206-316-6144
are true to the best of the	y knowledge and belief. Aaron Streepy, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Address 4218 227th Ave Ct East, Buckley WA 98	B321 Date 3-23-22	e-mail aaron@mcguinnesss

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS	SPACE
Case	Date Filed
19-CA-292855	3/24/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in	OYER AGAINST WHOM CHARGE IS BROUGHT	curnng.
	OYER AGAINST WHOM CHARGE IS BROUGHT	L Tal Ma
a. Name of Employer Mountain Elegance Furniture		b. Tel. No.
i wountain Liegance i uniture		(509) 674-0111
		c. Cell No.
		(b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 603 E 1st St	e. Employer Representative	g. e-mail
003 E 15t 5t	(b) (6), (b) (7)(C)	mountainelegancefurniture@gmail.com
WA Cle Elum 98922		h. Number of workers employed
		5
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	•
Furniture & Fixtures	Furniture	
The above-named employer has engaged in and is enga	ging in unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and
(list subsections) 1	of the National Lab	bor Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are p	ractices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		-
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor	r practices)
		,
See additional page		
charge (if labor organization, c	give full name, including local name and number)	
(b) (6), (b) (7)(C)	,	
4a. Address (Street and number, city, state, and ZIP cod	e)	4b. Tel. No.
	,	(b) (6), (b) (7)(C)
(1) (6) (1) (7)(0)		4c. Cell No.
(b) (6), (b) (7)(C)		
		4d. Fax No.
		44.1 ax 140.
		4e. e-mail
		(b) (6), (b) (7)(C)
	5 11 1 11 1 5 11 1 1 1 1 1 1 1 1 1 1 1	
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit <i>(to be fille</i>)	d in when charge is filed by a labor organization)
6 DECL	ARATION	Tol No.
	ove charge and that the statements	Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) are true to the best of n	ny knowledge and belief.	
	(b) (6), (b) (7)(C)	Office, if any, Cell No.
		_
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
(b) (6), (b) (7)(C)		
Address	Date 03/24/2022 11:20:43 AM	e-mail
, (dd, 000	Date	(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	®(®L®)(7)/2022

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS	SPACE
Case	Date Filed
9-CA-292855	5/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurring	g.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Mountain Elegance Furniture		(509) 674-0111
		c. Cell No.
		(b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	1
603 E 1st St	(b) (6), (b) (7)(C)	g. e-mail
WA Cle Elum 98922		mountainelegancefurniture@gmail.com
WA CIE EIUIII 90922		h. Number of workers employed
		5
i. Type of Establishment (factory, mine, wholesaler, etc.)		
Furniture & Fixtures	Furniture	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section 8	B(a), subsections (1) and
(list subsections) 1	of the National Labor Re	elations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are practic	es affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac	tices)
Within the past six months, the above-named Em 2022, the above-named Employer discharged its including discussing wages.	ployer instructed employees not discuss their wages. employee <mark>(b) (6), (b) (7)(C)</mark> in retaliation for engaging ir	Additionally, on about 100,0009, protected concerted activity,
(b) (6), (b) (7)(C) charge (if labor organization, g	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP cod	e)	4b. Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		4c. Cell No.
		4d. Fax No.
		4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit (to be filled in w	hen charge is filed by a labor organization)
	ARATION	Tel. No.
	ove charge and that the statements ny knowledge and belief.	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No.
ng charge) (b) (6), (b) (7)(C)	(Print/type name and title or office, if any)	Fax No.
(U) (U), (D) (7)(U) Address	Date 5/2/2022	e-mail (b) (6), (b) (7)(C)
		· · · · · · · · · · · · · · · · · · ·

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

INSTRUCTIONS:

(b) (6), (b) (7)(C)

Address:

(b) (6), (b) (7)(C)

DO NOT WRITE	IN THIS SPACE
Case	Date Filed
19-CA-292931	3/25/2022

(b) (6), (b) (7)(C)

Office, if any, Cell No. (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Fax No.

e-mail

a. Name of Employer Safeway		b. Tel. No.
Saleway		c. Cell No.
d. Address (Street, city, state, and ZIP code) 1129 Harrison, Centralia, WA 98531	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
1123 Hamson, Centralia, WA 30001		g. e-mail
		h. Number of Workers Employed
. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify Principal Product or Service	
Grocery Store	Groceries	
of rights protected by Section 7 of the present for an investigatory meeting to 8. Full name of party filing charge (if labor organization)	that could reasonably be believed	to lead to discipline.
(b) (6), (b) (7)(C) 4a. Address (<i>Street and number, city, state, and L</i> (b) (6), (b) (7)(C)	ZIP code)	4b, Tel No (b) (6), (b) (7)(C)
(b) (b), (b) (1)(c)		4c, Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-mail (b) (6), (b) (7)(C)
 Full name of national or international labor organization) 	anization of which it is an affiliate or const	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

(Print/type name and title or office, if

(b) (6), (b) (7)(C)

any)

Date:

I declare that I have read the above charge and that the statements are true to the best of my

and belief.

rge)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRIT	E IN THIS SPACE
Case	Date Filed
19-CA-293042	3-28-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in 1, EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	corning.
a. Name of Employer		b. Tel. No.
Joann Fabric and Crafts		425-644-3100
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
15600 NE 8th St., Suite H1 Bellevue, WA 98008		
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail shop	j. Identify principal product or service	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of se	ection 8(a), subsections (1) and
(list subsections) 8a3	of the National La	bor Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are p	ractices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labo	r practices)
Anti-union behaviors including, but not limited to	, removing pro-union messages from the break	croom and interrogating/intimidating
pro-union worker (b) (6), (b) (7)(C) during a (b) (6)	, (b) (7)(C) 2022, after d	iscovering of attempt to organize a
union. Subsequently, of saw of hours reduced and	d was threatened with another private conversa	ation with management, which of
refused to participate in without a witness present.	was sent home and currently fears that 06	will be further disciplined or terminated
as the result of out union organizing.		
3. Full name of party filing charge (if labor organization, g United Food and Commercial Workers, Local 300		
4a. Address (Street and number, city, state, and ZIP code	>)	4b. Tel. No.
5030 1st Ave S #200, Seattle, W		206-351-4390
0000 1017110 0 11200, 0001110, 11	7.00.10	4c. Cell No.
		4d. Fax No.
		4e. e-mail
		agallobrown@ufcw21.org
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled	ed in when charge is filed by a labor organization)
United Food and Commercial Workers		
6. DECL	ARATION	Tel. No.
I declare that I have read the abo	ve charge and that the statements	206-351-4390
are true to the best of n Alex Gallo-Brown	ny knowledge and belief. Alex Gallo-Brown	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
5030 1st Ave S #200, Seattle, WA 98134	03/28/2022	e-mail
Address	Date	agallobrown@ufcw21.org
		agained and are the strong

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

1st Amended

Case Date Filed 5/3/2022

	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Joann Fabric & Crafts		b. Tel. No. (425) 644-3100
		c. Cell No.
d Address (Chast site state and 710 and a)		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 15600 NE 8th St., Suite H1 Bellevue, WA 98008	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Store	j. Identify principal product or service Crafts and Fabric	
meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise state) Within the past six months, the above-named Employeetion 7 rights by, removing pro-union messages in	oyer, by its officers, agents and representatives, from the breakroom, reducing employees' hours	has interfered with employees' s, and by subjecting pro-union
employee, (b) (6), (b) (7)(C), to intimidating private messages posted in the breakroom. The Employer meeting with management without the presence of	e meetings with management where was interalled was interalled (b) (b) (b) (7)(c) home after refused of an employee witness.	rrogated about, inter alia, pro-union to participate in another private
employee, (b) (6), (b) (7)(C), to intimidating private messages posted in the breakroom. The Employer meeting with management without the presence of a second seco	e meetings with management where was interalso sent (b) (6), (b) (7)(C) home after are refused to an employee witness.	to participate in another private
employee, (b) (6), (b) (7)(C), to intimidating private messages posted in the breakroom. The Employer meeting with management without the presence of a second seco	e meetings with management where was interalso sent (b) (6), (b) (7)(C) home after are refused to an employee witness.	to participate in another private 4b. Tel. No. (206)351-4390
employee, (b) (6), (b) (7)(C), to intimidating private messages posted in the breakroom. The Employer meeting with management without the presence of a second seco	e meetings with management where was interalso sent (b) (6), (b) (7)(C) home after are refused to an employee witness.	to participate in another private 4b. Tel. No.
employee, (b) (6), (b) (7)(C), to intimidating private messages posted in the breakroom. The Employer meeting with management without the presence of a second with management without the presence of a second with management without the presence of a second without management without management with management without management with manage	e meetings with management where was interalso sent (b) (6), (b) (7)(C) home after are refused to an employee witness.	4b. Tel. No. (206)351-4390
employee, (b) (6), (b) (7)(C), to intimidating private messages posted in the breakroom. The Employer meeting with management without the presence of a meeting with management with management with management with management with management with management with management with management with management with management with management with management with management with management with management with management with management with managemen	e meetings with management where was interalso sent (b) (6), (b) (7)(C) home after are refused to an employee witness.	4b. Tel. No. (206)351-4390 4c. Cell No.
employee, (b) (6), (b) (7)(C), to intimidating private messages posted in the breakroom. The Employer meeting with management without the presence of a second second with the presence of a second se	e meetings with management where was integrals o sent (b) (6), (b) (7)(C) home after are refused to an employee witness.	4b. Tel. No. (206)351-4390 4c. Cell No. 4d. Fax No. 4e. e-mail agallobrown@ufcw21.org
employee, (b) (6), (b) (7)(C), to intimidating private messages posted in the breakroom. The Employer meeting with management without the presence of a meeting with management with management without the presence of a meeting with management with management without the presence of a meeting with management with management with management with management with management with management with management with management with management with manag	e meetings with management where also sent (b) (6), (b) (7)(C) home after an employee witness. We full name, including local name and number) of which it is an affiliate or constituent unit (to be filled charge and that the statements	4b. Tel. No. (206)351-4390 4c. Cell No. 4d. Fax No. 4e. e-mail agallobrown@ufcw21.org
employee, (b) (6), (b) (7)(C), to intimidating private messages posted in the breakroom. The Employer meeting with management without the presence of a meeting with management with management without the presence of a meeting with management with management with management with management with management with management with management with management with management with management with management with management with management with managem	e meetings with management where also sent (b) (6), (b) (7)(C) home after an employee witness. We full name, including local name and number) of which it is an affiliate or constituent unit (to be filled charge and that the statements	4b. Tel. No. (206)351-4390 4c. Cell No. 4d. Fax No. 4e. e-mail agallobrown@ufcw21.org
employee, (b) (6), (b) (7)(C), to intimidating private messages posted in the breakroom. The Employer meeting with management without the presence of a meeting with management with management without the presence of a meeting with management with management without the presence of a meeting with management with management with management with management with management with management with management with management with management with manag	e meetings with management where also sent (b) (6), (b) (7)(C) home after an employee witness. We full name, including local name and number) of which it is an affiliate or constituent unit (to be filled to charge and that the statements knowledge and belief.	4b. Tel. No. (206)351-4390 4c. Cell No. 4d. Fax No. 4e. e-mail agallobrown@ufcw21.org d in when charge is filed by a labor organization, Tel. No. (206)351-4390

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-293104	3/28/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		urring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	I to Tal No
a. Name of Employer US Postal Service		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d Address (Street situatete and 7/D code)	a Employer Poproceptative	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 6817 208th street SW Lynnwood WA. 98036	e. Employer Representative	g. e-mail
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
post office	mail services	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sec	tion 8(a), subsections (1) and
(list subsections)		or Relations Act, and these unfair labor
practices are practices affecting commerce within the mea		
meaning of the Act and the Postal Reorganization Act.	arming of the riot, of these arman laber produces are pro-	solidos anosting comments maint are
Basis of the Charge (set forth a clear and concise state)	amont of the facts constituting the alleged unfair labor	practices
3. Full name of party filing charge (if labor organization, g(b) (6), (b) (7)(C)	ive full name, including local name and number)	
(b) (6), (b) (7)(C)	9)	4b. Tel. No. (b) (6), (b) (7)(C)
		4c. Cell No.
		4d. Fax No.
		4e. e-mail
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
	ARATION ve charge and that the statements	Tel. No. (b) (6), (b) (7)(C)
	ny knowledge and belief. (b) (6), (b) (7)(C)	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
(b) (6), (b) (7)(C) Address	Date 3-22-2022	e-mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293105	Date Filed 3/28/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is oc	curring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
US Postal Service		(b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
6817 208th street SW		g. e-mail
Lynnwood WA. 98036		
		h. Number of workers employed
i Type of Establishment (factors, mine wholeseles stell	i Idantifi neiocinal modulat accomica	
i. Type of Establishment (factory, mine, wholesaler, etc.) post office	j. Identify principal product or service mail services	
-		W = 0(1) - 1 - W = (4)
The above-named employer has engaged in and is engaged		
(list subsections)		oor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are pr	actices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state Within the last 6 months, the employer has refused	ment of the facts constituting the alleged unfair labor	practices) 8(d) of the Act and has failed and
refused to provide the following information and/o		
representatives on the following dates: (b) (6), (b)		on we rene mig Emple ver
Dates:(b) (6), (b) (7)(C)		
The following Employer representatives on the following	lowing dates: refused to comply with compensation	atory Grievance settlement (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) 2022		
2 Full name of party filing sharps /if labor argonization as	is a full name including lead name and number	
3. Full name of party filing charge (if labor organization, gi	ve full name, including local name and number)	
(b) (6), (b) (7)(C)		dis Tal Na
4a. Address (Street and number, city, state, and ZIP code (b) (6), (b) (7)(C)	9	4b. Tel. No. (b) (6), (b) (7)(C)
		4c. Cell No.
		4d. Fax No.
		4e. e-mail
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled	d in when charge is filed by a labor organization)
	ARATION	Tel. No.
	ve charge and that the statements by knowledge and belief.	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) are true to the best of m	y knowledge and belief.	Office, if any, Cell No.
	(b) (6), (b) (7)(C)	_
(signature or representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
(b) (6), (b) (7)(C)		
		e-mail
Address	Date 3-22-2022	(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	40.04.003475	Date F ed
19-CA-293175	3/29/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NERB Regional Director for the region in	willon the alleged dilian labor practice occurred or is occur	illig.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer Kaiser Permanente of Washington		b. Te . No. (206) 817-7439
		c. Ce No.
d. Address (Street, city, state, and ZIP code)	e Employer Benrecen a vo	f. Fax. No.
1300 SW 27th Street Renton, WA 98057	e Employer Represen a ve (b) (6), (b) (7)(C)	g. e-ma (b) (6), (b) (7)(C)@kp.org
		h. Number of workers emp oyed 959
. Type of Estab shment (factory, mine, wholesaler, etc.) Health Care/Health Insurance Provider	j. Ident fy pr nc pa product or serv ce Health Care Services	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of section	n 8(a), subsections (1) and
(list subsections) (5)	of the National Labor	Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are pract	ices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Bas s of the Charge (set forth a clear and concise state Within the past 6 months, the above-captioned Embargaining process or to the employees' terms or co	ployer has failed to to furnish information the uni	actices) on requests that is relevant to the
S. Fu name of party f ng charge (if labor organization, gi	ive full name, including local name and number)	
Office and Professional Employees International U	Inion, Local 8	
4a. Address (Street and number, city, state, and ZIP code 2900 EASTLAKE A VE E STE 220	?)	4b. Te . No. (206) 441-0888
SEATTLE, WA 98102		4c. Ce No. (360) 701-6615
		4d. Fax No. (206) 441-0207
		4e. e-ma les lie@opeiu8.org
5. Fu name of nationa or international abor organization Office and Professional Employees International U		when charge is filed by a labor organization)
I declare that I have read the about	ARATION ve charge and that the statements by knowledge and belief.	Te. No. (206) 926-6700 Ext. 104
1	Kelly Ann Skahan, Counsel	Office, fany, Ce No. (206) 337-8751
(signature of epresentative or person making charge)	(Print/type name and title or office if any)	Fax No.
Address 701 Fifth Avenue, Suite 4200 Seattle, Wa	shington 98104 Date 03/29/2022	e-ma kelly@lemonidislaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	19-CA-293248	Date Filed 3/30/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in		ring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Rader Farms		(360) 252-9363
		c. Cell No.
		f. Fax. No.
		I. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
500 W Orchard Dr	(b) (6), (b) (7)(C)	g. e-mail
		(b) (6), (b) (7)(C)@raderfarms.com
WA Bellingham 98225		
W. Bomilgham Gozzo		h. Number of workers employed
		50
i. Type of Establishment (factory, mine, wholesaler, etc.)		
Food Processing	Frozen Fruit Products	
The above-named employer has engaged in and is enga	ging in unfair labor practices within the meaning of sectio	n8(a), subsections (1) and
(list subsections) 1	of the National Labor	Relations Act, and these unfair labor
practices are practices affecting commerce within the me		-
meaning of the Act and the Postal Reorganization Act.		
Basis of the Charge (set forth a clear and concise state	ament of the facts constituting the alleged unfair labor or	actices)
2. Dasis of the Charge (sectorin a clear and concise state	ement of the facts constituting the alleged unital labor pr	actices)
See additional page		
1 0		
(b) (6), (b) (7)(C) filing charge (if labor organization, g	give full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP cod	e)	4b. Tel. No.
		(b) (6), (b) (7)(C)
(4.) (6) (4.) (7)(6)		4c. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
		4d. Fax No.
40. Fax No.		4d. Faxino.
		4e. e-mail
		(b) (6), (b) (7)(C)
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
	ARATION	Tel. No.
	ove charge and that the statements ny knowledge and belief.	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	ny knowledge and belief.	Office, if any, Cell No.
	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
		Fax No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Tunito.
(b) (6), (b) (7)(C)		I
		2
Address	Date 03/30/2022 05:35:19 PM	e-mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	⁽⁰⁾⁽⁶⁾⁽⁰⁾⁽⁷ /2022

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293248	Date Filed
19-CA-293246	6/6/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is	occurring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (360) 252-9363
Oregon Potato Company d/b/a Rader Farms		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 500 W Orchard Dr. Bellingham, WA 98225	(b) (6), (b) (7)(C) oresentative	(b) (6), (b) (7)(C) @raderfarms.com
		h. Number of workers employed 50
i. Type of Establishment (factory, mine, wholesaler, etc.) food processing	j. Identify principal product or service frozen fruit products	
The above-named employer has engaged in and is engage	ing in unfair labor practices within the meaning of	section 8(a), subsections (1) and
(list subsections)	of the National L	abor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are	practices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state Within the previous six months, the Employer disc activities by, inter alia, discussing wages and/or other order of the managing in protected concerted activities.		
from engaging in protected concerted activities.		
The Employer has been maintaining and enforcing property and prohibiting leaving work without per discriminate against union and/or protected concer	mission for any reason during working hours	
(b) (6), (b) (7)(C) ng charge (if labor organization, go	ive full name, including local name and number)	
4a Address (Street and number, city, state, and ZIP code (b) (6), (b) (7)(C)	e)	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
4d. Fax No.		
		(b) (6), (b) (7)(C)
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit <i>(to be fi</i>	lled in when charge is filed by a labor organization)
	ARATION	(b) (6), (b) (7)(C)
a bact of m	ve charge and that the statements by knowledge and belief.	
(b) (6), (b) (7)(C) dest of it	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Address (b) (6), (b) (7)(C)	Date06 04(30	(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	19-CA-293269	Date Filed 3/30/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		
	LOYER AGAINST WHOM CHARGE IS BROUGH	
a. Name of Employer Marathon Petroleum		b. Tel. No. 3602939119
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 10200 March Point Rd.	e. Employer Representative	g. e-mail
10200 Watch Folit Ru.	(b) (6), (b) (7)(C)	(b) (6). (b) (7)(C) @ marathonpetroleum.com
		h. Number of workers employed 320
Type of Establishment (factory, mine, wholesaler, etc.) Oil Refinery	j. Identify principal product or service Refined Products	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning o	f section 8(a), subsections (1) and
(list subsections)	of the National	Labor Relations Act, and these unfair labor
practices are practices affecting commerce within the memeaning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices an	e practices affecting commerce within the
Marathon has refused to furnish requested information conduct an investigation related to grievance #'s the company on three separate occasions; and 22 have not provided the information requested the sole collective bargaining agent and representation.	uested. The company is interfering with the	es from the company on 21, 22,
3. Full name of party filing charge (if labor organization, g	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code (b) (6), (b) (7)(C)	9)	4b. Tel. No.
		4c. Cell No.
		(b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be	filled in when charge is filed by a labor organization)
United Steelworkers Local 12-591		
I dealare that I have read the abo	ARATION ove charge and that the statements	Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) rue to the best of m	(b) (6), (b) (7)(C)	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
(b) (6), (b) (7)(C) Address	Date 3/28/2022	e-mail (b) (6), (b) (7)(C)
Land Control of the C		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
19-CA-293275	3/29/2022		

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT					
a. Name of Employer	b. Tel. No.				
Seattle Chinatown International District Preservation and Development Authority		(b) (6), (b) (7)(C)			
		c. Cell No.			
		(b) (6), (b) (7)(C)			
		f. Fax. No.			
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	 			
409 Maynard Ave S	(b) (6), (b) (7)(C)	g. e-mail			
		MANAGONI C			
WA Seattle 98104		(b)(6).(b) @scidpda.org			
WA Seatue 90 104		h. Number of workers employed			
	: Id45	40			
i. Type of Establishment (factory, mine, wholesaler, etc., Real Estate Operations	· 	ty Management			
	Non-Profit / Affordable Housing / Commercial Proper				
The above-named employer has engaged in and is enga					
(list subsections) 1 practices are practices affecting commerce within the management		or Relations Act, and these unfair labor			
meaning of the Act and the Postal Reorganization Act.	earning of the Act, of these union labor practices are pra-	caces an ecting commerce within the			
Basis of the Charge (set forth a clear and concise sta	tement of the facts constituting the alleged unfair laborn	practices)			
2. Busis of the offdige (sectional a decar and correspond	terment of the racis constituting the alleged unital labor p	natioes)			
0					
See additional page					
(b) (6), (b) (7)(C) party filing charge (if labor organization,	give full name, including local name and number)				
1710		Ab Tol No			
4a. Address (Street and number, city, state, and ZIP cod	de)	4b. Tel. No.			
		(b) (6), (b) (7)(C)			
(b) (6), (b) (7)(C)		4c. Cell No. (b) (6), (b) (7)(C)			
		4d. Fax No.			
		4d. Fax No. (b) (6), (b) (7)(C)			
		4e. e-mail			
		(b) (6), (b) (7)(C)			
5. Full name of national or international labor organization	on of which it is an affiliate or constituent unit /to be filled				
3.1 di name of national of international abor organization	onor which it is an animate of constituent unit (to be fined i	in when charge is filed by a labor organization)			
	ARATION	Tel. No.			
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)					
(b) (6), (b) (7)(C)	Office, if any, Cell No.				
	(b) (6), (b) (7)(C)				
(signature of representative or person making charge)	Fax No.				
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)				
Address	Date 03/29/2022 04:38:30 PM	e-mail			
		(b) (6), (b) (7)(C)			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

oncerted activities.	
Nork Rule	
oss of wages (employee claimed "Exempt" on W4)	
Refusal to pay employee post the completion of wor	
Jnpaid wages	

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT V	WRITE IN THIS SPACE
Case	Date Filed
19-CB-291643	3/3/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

The same and the s			our product	00001100	o o o o o o o o o o o o o o o o o o o	
1, LABOR ORGANIZATION OR IT	S AGENTS	AGAINST WHICH CHAR	GE IS BRO	UGHT		
a. Name United Food and Commercial Workers Union, Local 367 ("Food Workers")		b. Union F (b) (6), (b)	Representative (7)(C)	e to contact		
c. Address (Street, city, state, and ZIP code) 6403 Lakewood Drive West Tacoma, WA 98467-3331			d. Tel. No. (253) 589-0367 e. Cell No. (b) (6), (b) (7)(C)			
1400ma, 17170107 3331			f. Fax. No. (253) 528-0278			
			g. e-mail (b) (6), (b) (7)(0) @ufcw367.org			
h. The above-named labor organization has engaged in and is engaged (3) practices are practices affecting commerce within the meaning of meaning of the Act and the Postal Reorganization Act.		of the Natio	nal Labor R	Relations Act, a	and these unfair labor	
 Basis of the Charge (set forth a clear and concise statement of the Within the last 6 months the Food Workers have refused to mandates, etc., for the time of the proposed bargaining; (2) engaged in surface bargaining in an effort to avoid reach 	 meet an provide rel 	nd confer in-person ever evant information to su	en though to apport their	the State has r refusals to		
3. Name of Employer Pacific Northwest Regional Council of Carpenters, and its a Local Unions, including Carpenters Local Union 129	affiliated	4a. Tel. No. (253) 945-8800	b. Cell No. (702) 232-1555 c. Fax No.		c. Fax No.	
		d. e-mail Dshanley@shanleyap	pc.com			
5. Location of plant involved (street, city, state and ZIP code) 25120 Pacific Highway South Kent, WA 98032		6. Employer representative to contact Daniel M. Shanley, Esq., SHANLEY, APC 533 S. Fremont Ave., 9th Floor Los Angeles, CA 90071				
7. Type of establishment (factory, mine, wholesaler, etc.) Labor Organization		orincipal product or service epresentation to Carper		9, Number of 100+	of workers employed	
10. Full name of party filing charge Pacific Northwest Regional Council of Carpenters						
11. Address of party filing charge (street, city, state and ZIP code) 25120/Pacific Highway South. Kent. WA 98032 11a. Tel. No. (253) 945-8800			b. Cell No. (702) 232-1555 c. Fax No.			
	d. e-mail Dshanley@shanleyapc.com					
12. DECLARATION I deslare that I have read the above charge and that the statements are tribe to the best of my knowledge and belief. Daniel M. Shanley		ef. niel M. Shanley		Tel. No. (213) 488-41 Cell No. (702) 232-15		
(signature of representative or person making charge) (Print/type name and title or office, if any,				Fax No. (213) 488-4180		
Address 533 S. Fremont Ave., 9th Fl. Los Angeles, CA 90071 Date Mar 3, 2022				e-mail Dshanley@shanleyapc.com		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST LABOR ORGANIZATION** ORITS AGENTS

DO NOT WRITE IN THIS SPACE					
Case	Date Filed				
19-CB-291944	3/8/2022				

INSTRUCTIONS: File an original with NLRB Regional Director for the 1, LABOR ORGANIZATION OR IT					occurring.	
. Name United Steel Workers Union			b. Union Re (b) (6),	b. Union Representative to contact (b) (6), (b) (7)(C)		
c. Address (Street, city, state, and ZIP code) 3647 NW Byron St. Silverdale Wa. 98383			d. Tel. No. (b) (6), (b) (7)(c) f. Fax. No. not avalible g. e-mail not avalible			
h. The above-named labor organization has engaged in and is engal I(A) Failure to represent practices are practices affecting commerce within the meaning of meaning of the Act and the Postal Reorganization Act.		of the Natio	onal Labor Rei	ations Act. a	nd these unfair labor	
2. Basis of the Charge (set forth a clear and concise statement of the Union has failed to represent my team and I in filing griever (b)(6).(b)(7)(c) to adress mass company discrimination against per accomidations, punished to work less forcing (b) (6), (b) facing eviction due to not verifying work hours (c) (d), (t) trained properly, pressure to work more than outlined in real accomdations during vaccine mandate. Open investigation of	(7)(C) (7)(C) (7)(C) (7)(C) (7)(C)	oyer In Early October lisability (b) (6), (b) refusal of open decomidation, denial of	my entire to) (7)(C) deni our policy, p b) (6), (b) (denial of ral of (b) (6), ounishment (7)(C)opt ou	casonable (b) (7)(C) leave, for not being its and reasonable	
Name of Employer skookum educational services / skookum contract services		4a Tet. No. 3604750756 d. e-mail	b. Cell No. not avalib	b. Cell No. c. Fax No. not avalible		
Jeff:Dolven@skookur 5. Location of plant involved (street, city, state and ZIP code) 4525 Auto Center Way Bremerton, Wa 98312.		6. Employer	6. Employer representative to contact Jeff D- CEO			
7. Type of establishment (factory, mine, wholesaler, etc.) labor orginzaiton	8. Identify p	rincipal product or servic	•	9. Number of 1200+	of workers employed	
(b) (6), (b) (7)(C)						
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(c) d. e-mail (b) (6), (b) (7	b. Coll No. (b) (6), (b) (7)(C)	c Fax No.	
(b) (6), (b) (7)(C) ECLARATION above charge of my knowled	and that the ige and belie (b)	statements	[1	el No. Cell No.		
(b) (6), (b) (7)(C) Only Onl				e-mail		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION

OR ITS AGENTS

DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
19-CB-292252	3/14/2022		

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

4 LADOD ODGANIZATION OD IT	C ACENTO /	A CAINET WILLOUGH OUR DO	SE IC BROLL	CLIT		
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT						
			b. Union Representative to contact Daniel M. Shanley			
c. Address (Street, city, state, and ZIP code) 533 S. Fremont Ave., 9th Floor Los Angeles, California 90071			d. Tel. No. 213-488-4	100	e. Cell No. 702-232-1555	
Los Angeles, Camornia 900/1			f. Fax. No. 213-488-4180			
	g. e-mail dshanley@	g. e-mail dshanley@shanleyapc.com				
h. The above-named labor organization has engaged in and is enga	nging in unfair	labor practices within the	meaning of	section 8(b)	and (list subsections)	
8(b)(3)		of the Nation	nal Labor Re	lations Act, a	nd these unfair labor	
practices are practices affecting commerce within the meaning of	the Act, or th	nese unfair labor practices	are practice	s affecting co	ommerce within the	
meaning of the Act and the Postal Reorganization Act.				_		
2. Basis of the Charge (set forth a clear and concise statement of the During negotiations for an initial labor contract, including d	e facts consti luring the pa	ituting the alleged unfair la ast six months the Unio	abor practice on has barg	s) ained in bac	d faith, including:	
 reneging on tentative agreements; unilaterally changing the agreed method of bargaining; refusing to sign Project Labor Agreements in accordance purporting to assess unfounded withdrawal liability withe failing to fully respond to requests for information and/or 	out authoriz			on a labor a	ngreement; and	
3. Name of Employer		4a. Tel. No.	. Cell No. c. Fax No.		c. Fax No.	
Dawson Construction LLC		206.386.7615	206.588.9	137		
		d. e-mail christopher.wall@sto	el.com			
5. Location of plant involved (street, city, state and ZIP code) 405 32nd St, Bellingham, WA 98225		6. Employer representative to contact Christopher Wall		ve to contact		
7. Type of establishment (factory, mine, wholesaler, etc.) construction	8. Identify properties	rincipal product or service		9. Number of about 55	of workers employed	
10. Full name of party filing charge Dawson Construction LLC						
11. Address of party filing charge (street, city, state and ZIP code) 405 32nd St, Bellingham, WA 98225 11a. Tel. No. 206.386.7615			b. Cell No. 206.588.9137 c. Fax No.		c. Fax No.	
d. e-mail christopher.wall@stoel.com				com		
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Christopher T. Wall, Stoel Rives Li			Tel. No. 206.386.7615 Cell No. 206.588.9137			
's gna'ure o' representative or person making charge) (Print/type name and title or office, if any)			Fax No.			
Address 600 University St., Seattle WA 98101 Date 3/14/2022				e-mail christopher.wall@stoel.com		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE				
Case	Date Filed			
19-CB-292352	3/14/2022			

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

INSTRUCTIONS. File all original with recreating order of		CHARCE	IC DROUGLIT		
1. LABOR ORGANIZATION OR IT	S AGENTS AGAINST WHICH	h Union	Representative	to contact	
a. Name		b. Union Representative to contact (b) (6), (b) (7)(c)			
International Association of Machinists District Lodge 751					
		Title:) (6), (b) (7)(C)		
		d 7-1 1		To Coll No	
c. Address (Street, city, state, and ZIP code)		d. Tel. N (206) 76		e. Cell No.	
9125 15th Pl. S.		f. Fax No		g. e-Mail	
Seattle, WA 98108		I. FAX NO	·.	smecxin@msn.com	
h. The above-named labor organization has engaged in and is engage	ing in unfair labor practices wit	hin the me	eaning of section	n 8(b) and (list subsections) and these unfair labor practices	
(1)(A) are practices affecting commerce within the meaning of the Act, or					
the Act and the Postal Reorganization Act.	unos unun laser praeress un	, , , , , , , , , , , , , , , , , , , ,			
2. Basis of the Charge (set forth a clear and concise statement of the	ne facts constituting the alleged	d unfair lab	oor practices)		
-					
See additional page					
1					
×					
3. Name of Employer		4a. Tel. N		b. Cell No.	
Boeing		(425) . 2	23-0521		
		c. Fax No	0.	d. e-Mail	
				smecxin@msn.com	
5. Location of plant involved (street, city, state and ZIP code)			6. Employ	ver representative to contact	
P.O. Box 3707 Mail Code 7A-XP			1 1	n 4.47%	
Seattle, WA 98124-2207			Ryan	Morrell, ations Manager	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service		er of workers employed	
, and a star of the star of th	S. Astrini, principal product	50/1100			
40 Edd name of eart. Sting shows	1	11a. Tel.	No	b. Cell No.	
10. Full name of party filing charge		(b) (6), (b)		D. Cell NO.	
(b) (6), (b) (7)(C)		c. Fax No		d. e-Mail	
		U. Tax N	0.	(b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)					
(8) (3), (8) (1)(3)					
12. DECLARATION		γ.	Tel No-		
declare that I have read the above charge and that the statements are true to the			Tel. No (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C) Cell No.				,	
(signature of representative or person making charge) (Print/type	name and title or office, if any	, L			
		F	Fax No.		
(b) (6), (b) (7)(C)			e-Mail		
Address (data) 09/14/2022 00:33:20 PM				, (b) (7)(C)	
[oddo]					
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUI	VISHED BY FINE AND IMPRI	SONMENT	TIUS CODE	TITLE 18 SECTION 1001)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE				
Case	19-CB-292357	Date Filed 3/16/2022		

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AG	ENTS	CAINST WHICH CHAR	GE IS BROLL	GHT		
	ENISA	AGAINST WHICH CHAN	b. Union Re		live to a	antant
a. Name United Food and Commercial Workers Union, Local 367 ("Food Workers")			(b) (6), (b) (7	The second secon	ive to t	Contact
c. Address (Street, city, state, and ZIP code) 6403 Lakewood Drive West			d. Tel. No. 253-589-0	367	1	Cell No. (6), (b) (7)(C)
Tacoma, WA 98467-3331			f. Fax. No. 253-528-0)276		
	g. e-mail (b) (6), (b) (7)(C) @ufcw367.org					
h. The above-named labor organization has engaged in and is engaging (1), (3) practices are practices affecting commerce within the meaning of the Ameaning of the Act and the Postal Reorganization Act.		of the Natio	onal Labor Re	elations Ad	ct, and	these unfair labor
2. Basis of the Charge (set forth a clear and concise statement of the fact Within the past six months, Food Workers Union, who represent into accepting elected Carpenters leaders who are conflicted in tincluding those leaders sitting on both sides of the negotiation ta restrained and coerced the Employer in the selection of its collect the adjustment of grievances by forcing it to keep Food Worker affiliated Local Unions, including Local 129, whom Food Work above and other reasons has failed to bargain in good faith.	ts certa heir du able (Fo ctive ba membe	in Carpenter employe ties to the Carpenters and Workers members argaining representativers on its governing do	es, has resti and their loss and elected es for purp elegate body	rained an yalties as d Carpen oses of c y, Execut	s Food ters le ollecti ive Co	Worker members, aders); and has we bargaining or ommittee, and its
Name of Employer Pacific Northwest Regional Council of Carpenters, and its affiliated		4a. Tel. No. 253-945-8800	b. Cell No. 702-232-1555		C.	Fax No.
Local Unions, including Carpenters Local Union 129		d. e-mail dshanley@shanleyapc.com				
5. Location of plant involved (street, city, state and ZIP code) 25120 Pacific Highway South Kent, WA 98032			6. Employer representative to contact Daniel Shanley, Attorney at Law 533 S.Fremont Ave., 9th Floor Los Angeles, CA 90071			
7. Type of establishment (factory, mine, wholesaler, etc.) Labor Organization 8. lc	Type of establishment (factory, mine, wholesaler, etc.) 8. Identify principal product or service Provide Representation to Carpen		e enters	9. Numb	er of w	orkers employed
10. Full name of party filing charge Pacific Northwest Regional Council of Carpenters						
11. Address of party filing charge (street, city, state and ZIP code) Same as above		11a. Tel. No.	b. Cell No.		C.	Fax No.
		d. e-mail				
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Daniel Shanley (signature of representative or person meking charge) (Print/type name and title or office, if any)				Tel. No. 253-945-8800		
			Cell No. 702-232-1555			
				Fax No. 213-488-4180		
Address 533 S. Fremont Ave., 9th Fl., Los Angeles, CA 90071 Date 3-16-2022				e-mail dshanley@shanleyapc.com		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

dshanley@shanleyapc.com

FORM NLRB-508 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD Amended charge against labor organization

Address 533 S. Fremont Ave., 9th Fl., Los Angeles, CA 90071

	DO NOT WRITE IN TH	IIS SPACE	
Case		Date Filed	
Çasc	19-CB-292357	5/6/2022	

OR ITS AGENTS INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT b. Union Representative to contact (b) (6), (b) (7)(C) United Food and Commercial Workers Union, Local 367 ("Food Workers") d Tel. No. Cell No c. Address (Street, city, state, and ZIP code) 6403 Lakewood Drive West (b) (6), (b) (7)(C) 253-589-0367 Tacoma, WA 98467-3331 f. Fax. No. 253-528-0276 e-mail b) (6). (b) (7)(C) @ufcvv367.org h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices). Within the past six months, Food Workers Union, who represents certain Carpenter employees, has restrained and coerced employees. into accepting elected Carpenters leaders who are conflicted in their duties to the Carpenters and their loyalties as Food Worker members, including those leaders sitting on both sides of the negotiation table (Food Workers members and elected Carpenters leaders); and has restrained and cocreed the Employer in the selection of its collective bargaining representatives for purposes of collective bargaining or the adjustment of grievances by forcing it to keep Food Worker members on its governing delegate body. Executive Committee, and its affiliated Local Unions, including Local 129 whom Food Workers Union also represents Local 129's elerical employees; and for the above and other reasons has failed to bargain in good faith. Food Workers also solicited and received unlawful employer assistance and support. 4a. Tel. No. 253-945-8800 c. Fax No. b. Cell No. 3. Name of Employer 702-232-1555 Pacific Northwest Regional Council of Curpenters, and its affiliated Local Unions, including Carpenters Local Union 129 d e-mail dshanley@shanleyapc.com 5. Location of plant involved (street, city, state and ZIP code) 25120 Pacific Highway South 6. Employer representative to contact Daniel Shanley, Attorney at Law Kcnt. WA 98032 533 S.Fremont Ave., 9th Floor Los Angeles, CA 90071 7. Type of establishment (factory, mine, wholesaler, etc.) 8. Identify principal product or service 9. Number of workers employed Labor Organization Provide Representation to Carpenters 10. Full name of party filing charge Pacific Northwest Regional Council of Carpenters 11. Address of party filing charge (street, city, state and ZIP code) 11a. Tel. No. b. Cell No. c. Fax No. Same as above d. e-mail 12. DECLARATION Tel. No. 253-945-8800 I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Cell No. Daniel Shanley 702-232-1555 (signature of representative or person making charge) (Printrype name and title or office, if any) Fax No. 213-488-4180 e-mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Date 5-6-2022

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE					
Case	19-CB-292358	Date Filed 3-16-2022			

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

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1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT							
a. Name United Food and Commercial Workers Union , Local 367 ("Food Workers")			(b) (6), (b)	(7)(C) tative	to contact		
c. Address (Street, city, state, and ZIP code) 6403 Lakewood Drive West Tacoma, WA 98467-3331			d. Tel. No (253) 58	9-0367	(b) (6), (b) (7)(C)		
			f. Fax. No (253) 52				
			(b) (6), (b) (7)(C) ufcw367.org				
h. The above-named labor organization has engaged in and is enga	iging in unfai	r labor practices within the	meaning (of section 8(b) a	and (list subsections)		
(1), (3)		of the Nation	nal Labor F	Relations Act, ar	nd these unfair labor		
practices are practices affecting commerce within the meaning of	the Act, or th	nese unfair labor practices	are practi	ces affecting co	mmerce within the		
meaning of the Act and the Postal Reorganization Act.		•	•				
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Food Workers Union has violated § 8(d) of the Act by, among other reasons, (1) making illegal bargaining demands and proposals, and (2) failing to provide requested and relevant information.							
3. Name of Employer Pacific Northwest Regional Council of Carpenters, and its a	ffiliated	4a. Tel. No. (253) 945-8800	b. Cell No. (702) 232-1555 c. Fax No.		c. Fax No.		
Local Unions, including Carpenters Local Union 129	Local Unions, including Carpenters Local Union 129 d. e-mail Dshanley@shanleyap			apc.com			
5. Location of plant involved (street, city, state and ZIP code)			6. Employer representative to contact				
25120 Pacific Highway South			Daniel M. Shanley, Attorney at Law				
Kent, WA 98032			533 S. Fremont Ave., 9th Floor				
			Los Ang	eles, CA 900	/1		
7. Type of establishment (factory, mine, wholesaler, etc.) Labor Organization	8. Identify principal product or service Provide representation to Carpenters		ters	9. Number of 100+	f workers employed		
10. Full name of party filing charge Pacific Northwest Regional Council of Carpenters							
11. Address of party filing charge (street, city, state and ZIP code) Same as above		11a. Tel. No.	b. Cell No	0.	c. Fax No.		
d. e-mail							
72-02CLARATION Tel. No. (213) 488-4100				00			
Daniel M. Shanley				Cell No. (702) 232-1555			
(signature of representative or person making charge) (Print/type name and title or office, if any)				Fax No. (213) 488-4180			
Address 533 S. Fremont Ave., 9th Fl., Los Angeles, CA 90071 Date March 16, 2022				e-mail Dshanley@shanleyapc.com			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

FORM NI AR-SOR (6-90)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION

DO NOT WRITE IN THIS SPACE					
ase	Date Filed				
19-CR-292477	3/17/2022				

OR ITS AGENTS

UCTIONS: File an original and 4 copies of this charge and an additional copy for each organization, each local, and each individual named in Item 1 with the NI-RB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring. 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT b. Union Representative to contact a. Name Teamsters Local 690 (6), (b) c. Telephone No. d. Address (street, city, state and ZIP code) 1912 North Division Street #200 (509) 455-9410 Spokane, Washington. 99207 e. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the above-named labor organization violated its duty of fair representation to (b) (6), (b) (7)(C) by failing and refusing to timely process grievances on behalf and/or respond to nquiries about the status of those grievances. requested employee files from UPS and Teamsters with confirmation that would receive these and as of yet, has not. 3. Name of Employer 4. Telephone No. United Parcel Service (800) 742-5877 5. Location of plant involved (street, city, state and ZIP code) 6. Employer representative to contact 1016 N. Bradley Rd Paul Bond Division Manager Spokane Valley, WA 99212 7. Type of establishment (factory, mine, wholesaler, etc.) 8. Identify principal product or service 9. Number of workers employed delivery service parcel delivery 1000 +10. Full name of party filing charge (b) (6), (b) (7)(C)_{an individual} 11. Address of party filing charge (street, city, state and ZIP code) 12. Telephone No. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 13. DECLARATION 'eclare (b) (6), (b) (7)(C) that the statements therein are true to the best of my knowledge and belief. an individual (title or office, if any) (6), (b) (7) (b) (6), (b) (7)(C) 3-17-2022

(Telephone No.)

(date)

FORM NLRB-508 (4-19)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

	DO NOT WRITE IN THIS SPACE				
Case	19-CB-292776	Date Filed 3/23/2022			

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

	9 3 1 1 1	Joe omen ide	- P. E. Ottoo O				
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT							
a. Name			b. Union Representative to contact (b) (6), (b) (7)(C)				
ILWU Local 19							
c. Address (Street, city, state, and ZIP code) 3440 East Marginal Way South Seattle, WA 98134			d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.		
			f. Fax. No.				
				g. e-mail businessoffice@ilwulocal19.org			
(1) (A)	practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of						
2. Basis of the Charge (set forth a clear and concise statement of the	ne facts const	ituting the alleged unfair l	abor practice	s)			
Within the past six months, the above named labor organizarepresentation that it owes to (b) (6), (b) (7)(C) by: failing an Committee to provide defense of the conduct alleged ag discriminatory and/or unlawful. The above-named labor organizary with copies of the meeting minutes from the (b) (6), (b) (7)(C) 2022 Complaint (b) (5), (c) (7)(C) with Employer Complaint (b) (6), (c) (7)(C) with Employer Complaint (b) (6), (c) (7)(C) (c) (d) (d) (d) (d) (d) (d) (d) (d) (d) (d	d refusing to gainst bloom in ganization a 21, meeting	o cite before to appear be n Employer Complaint also violated the Act by held between the Unio	fore the Un (a) (b) (c) (c) for r failing and and the P	nion's Labor easons that I refusing to MA relating	r Relations are arbitrary, provide (b)(0),(0)(7)(0) g to Employer		
3. Name of Employer		4a. Tel. No. 206 298-3434	b. Cell No.	Cell No. c. Fax No. 206 298-346			
Pacific Maritime Association d. e-mail				200 270-3-07			
Location of plant involved (street, city, state and ZIP code)			Employer representative to contact				
301 West Republican, Seattle, WA 98119		Matt Halliday					
7. Type of establishment (factory, mine, wholesaler, etc.) Employer Agent	8. Identify principal product or service Longshore labor			9. Number of workers employed 1000+			
10. Full name of party filing charge (b) (6), (b) (7)(C)							
11. Address of party filing charge (street, city, state and ZIP code) 11a. Tel. No. (b) (6), (b) (7)(C)			b. Cell No. c. Fax No.		c. Fax No.		
(b) (6), (b) (7)(C) d. e-mail (b) (6), (b) (7)(C)							
12. DECLARATION I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) knowledge and belief.			(1	Tel. No. (b) (6), (b) (7)(C) Cell No.			
(b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any)		F	Fax No.				
(b) (6), (b) (7)(C) Address Date		e	e-mail (b) (6), (b) (7)(C)				

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT